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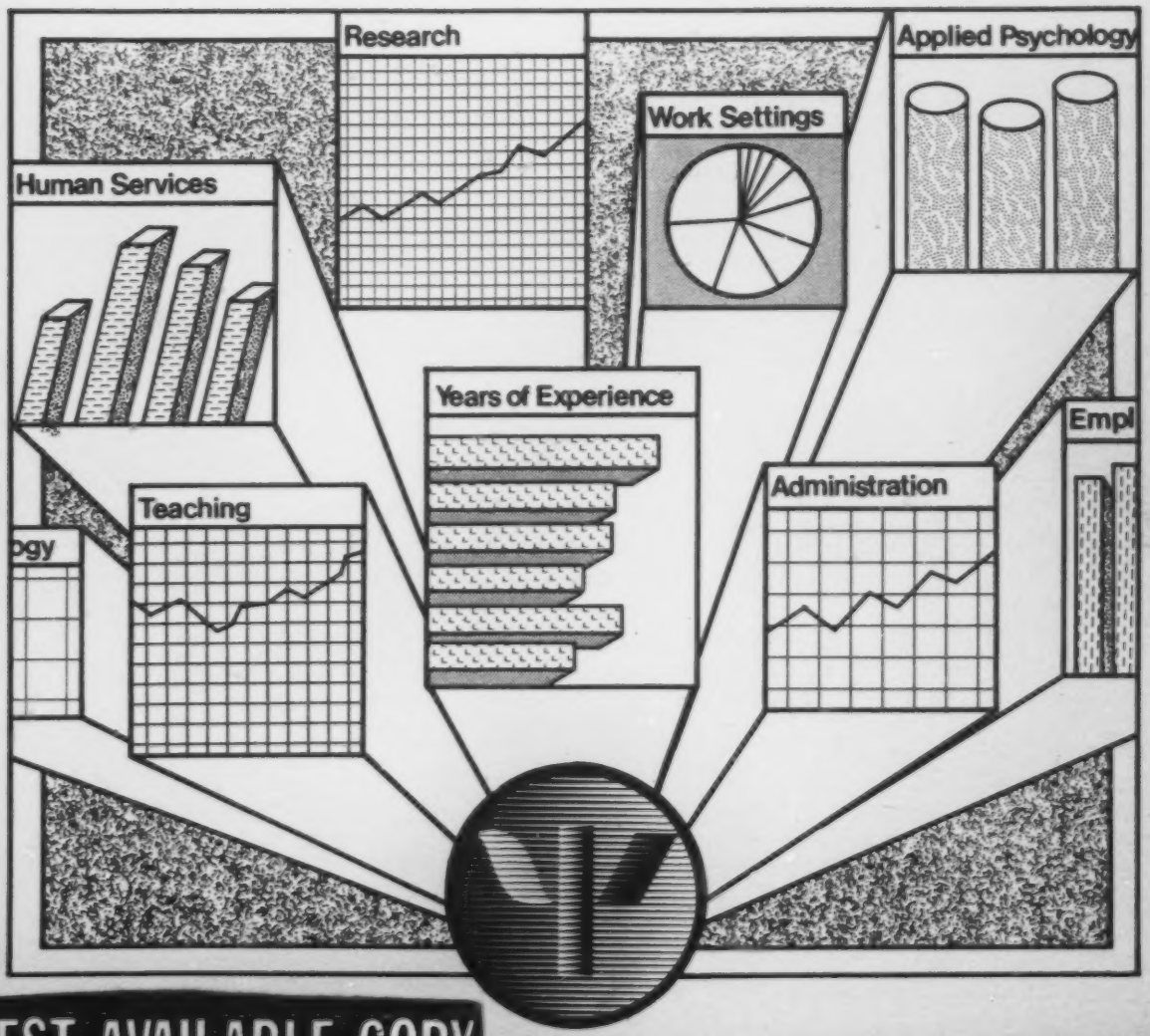
1993 Salaries in Psychology



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SALARIES IN PSYCHOLOGY
1993

REPORT OF THE 1993 SALARY SURVEY

JESSICA L. KOHOUT
MARLENE M. WICHERSKI

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OFFICE OF DEMOGRAPHIC, EMPLOYMENT AND EDUCATIONAL RESEARCH
EDUCATION DIRECTORATE
AMERICAN PSYCHOLOGICAL ASSOCIATION
750 FIRST STREET, NE
WASHINGTON, DC 20002

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Most importantly, we would like to thank those members of the Association who took the time to respond to the survey as well as for their many comments on the survey itself and on their own employment experiences. These comments help us to revise and update the survey as needed and keep us aware of changes occurring in the employment of psychological personnel. The APA's ability to provide current national data on the salaries of psychologists hinges on this participation.

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Introduction

The 1993 Salaries in Psychology report represents the eighth volume in the series and twelve years of effort to gather salary data on psychological personnel. The survey was initiated in 1981, in response to increasing requests for current national salary data. As has been the case in past reports, selected summary statistics are presented for current salaries of APA members who are working full time in a variety of positions and settings and where there is a sufficient number of responses (N 10) for individual employment settings within a position. Additionally, data are presented for salaries by sex and race/ethnicity and for doctoral-level respondents by position, region and median years since the degree.

The data represent (1) salaries for individuals who were employed full time (at least 35 hours per week in salaried positions); (2) net income after office expenses for self-employed individuals who are working at least 35 hours per week; and (3) net income for individuals who are employed full time (at least 32 hours per week) in independent practice. Because many psychologists have additional sources of income from multiple activities or employment settings, these data may not represent total income.

Method

The 1993 Salary Survey was mailed in June, 1993 to a random sample of 20,000 U.S. resident APA members. Individuals were eligible for inclusion in the study if they had indicated full-time employment in the Membership Directory database, were under 65 years of age and were U.S. residents. The Directory Survey is conducted every four years and is designed to gather biographical and other information on APA members.

A one-page questionnaire (see Appendix A) requested the following information from the respondents reporting full-time employment: employment setting, type of position, total years of work experience, total annual earned income, full-time salary or net income, zip code of employment setting, sex and race/ethnicity. The 1993 Salary Survey was not anonymous and there was one followup mailing in August, 1993.

A total of 11,351 members responded with useable surveys, indicating that they were employed full time, and provided some data on employment setting and position, as well as on the other variables. Reasons for exclusion include working on a part-time basis or failure to provide data on the other variables. Eighty-seven percent of the respondents were at the doctoral level and were employed full time while 13% of the respondents were at the master's level and were employed full time.

Organization of the report

The report is divided into 16 sections. The first 13 of these provide salary data for a specific type of position at the doctoral level. The sections are as follows:

1. Faculty Positions
2. Educational Administration
3. Research Positions
4. Research Administration
5. Direct Human Services - Clinical
6. Direct Human Services - Counseling
7. Direct Human Services - School
8. Direct Human Services - Other Psychological Subfield
9. Administration of Human Services
10. Applied Psychology (Industrial/Organizational)
11. Applied Psychology (Other Psychology)
12. Administration of Applied Psychology
13. Other Administrative Positions
14. Master's-level Positions
15. Salaries by Sex, Race/Ethnicity and Years of Experience
16. Doctoral-level Salaries for Selected Positions, Regions and Cities

This year, salaries for the three major health service provider subfields (clinical, counseling and school) have been presented separately. Additionally, salary data for respondents involved in the provision of direct human services in "other psychological subfields" are presented separately in Section 8. Only salaries for licensed psychologists are presented for respondents in these positions. Salaries for "applied psychology positions" are presented separately for industrial/organizational and other psychology. All data for master's-level respondents are reported in one section of this report due to the relatively small number of respondents at this level.

For both doctoral- and master's-level respondents, data are presented separately for each position. The salary data for faculty positions (Section 1) are broken down by academic rank. For all other sections, the salary data are reported by years of experience: 0-1; 2-4; 5-9; 10-14; 15-19; 20-24; 25-29; and 30 years or more. The number of respondents in the "0-1" category is too small to report detailed information, primarily because many psychologists do not join the APA until a year or two after they receive their degree. Information on starting salaries is available in APA's Doctorate Employment Survey (e.g., Kohout and Wicherski, 1991).

Each section contains a description of the position. The first figure in each section gives frequency distributions and summary statistics for salaries of respondents. These summary statistics include percentiles, medians, means and standard deviations. No statistics are reported when the N is less than 10.

Where there are a sufficient number of respondents, summary statistics are presented for specific employment settings for a particular position. (Appendix A contains a complete listing of these settings in the survey instrument). In these cases, the tables in each section present summary statistics for doctoral-level respondents employed in specific settings. The summary statistics for employment settings also are presented by academic rank or years of work experience, and include the median, mean, the 25th and 75th percentiles (Q1 and Q3), and standard deviations.

Respondents reported 11-12-month salaries for most positions, and they are reported in this manner. The one exception to this is "Faculty Positions" in Section 1, where respondents provided 9-10-month salaries.

Caveats

Readers should be aware of the possible sources of error when using the information from this report. A positive note is that eligibility for inclusion was based partially on data provided by APA members in 1993, the year of the survey and thus were quite current. There would have been few changes between the collection of membership data and the selection of the sample for the Salary survey from these data. However, not all members reported employment data and thus were excluded from the survey. Thus, some degree of sampling bias may exist.

In its early years, the Salary Survey was anonymous. This was changed in 1989 and second mailings have been used to boost response rates. Appendix C contains a summary of the characteristics of the population from which the sample was drawn, as well as characteristics of the respondents and nonrespondents. This table provides some idea of the degree of non-respondent bias (i.e., whether those who responded differed greatly from those who did not respond) and how representative the sample is of the population from which it was drawn.

Data in Appendix C indicate that respondents and nonrespondents were quite similar with respect to major field of degree, licensure/certification status, gender distribution, and distribution by region. Differences, where they existed, were not substantive. The population is overwhelmingly doctoral, but attempts were made to increase the representation of master's-level respondents among the sample by including ALL eligible master's-level APA members. This was successful in that fully 13% of the respondents were at the master's level compared to just over 7% representation among the eligible membership. Some 37% of both respondents and nonrespondents were women.

The number of respondents in some categories is very small and the statistics reported should be viewed with caution. This is particularly the case for the salaries of master's-level respondents.

The salary data in this report are based on a national sample. For locations where the cost of living differs significantly from the national average, the median salaries would be expected to vary accordingly. Section 16 presents information on salaries by region and by selected cities.

1. FACULTY POSITIONS

As is typically the case, respondents in doctoral-level faculty positions comprised one of the largest groups of respondents to the 1993 Salary Survey (N=2,589). Incumbents in these positions primarily were involved in university settings (62%), specifically university psychology departments (31%), university education departments (14%), almost 5% were in business departments in universities and 10% were in other university academic settings. Sixteen percent were employed in four-year college settings and almost 4% were in two-year colleges. Just under 16% were working in medical school settings and almost 3% reported professional schools (university affiliated and free standing).

The largest percentage of doctoral faculty was in clinical psychology in 1993 (22%). Eleven percent were in social/personality, while just under 9% claimed developmental as their subfield in psychology. Seven percent were counseling psychologists and just under 7% were experimental psychologists. Five percent listed educational while just under 5% replied that industrial/organizational psychology was their major subfield. Two percent or less of the remaining doctoral faculty any of the other subfields such as community, physiological, comparative, cognitive or health.

Frequency distributions and summary statistics are presented for doctoral-level faculty in Figure 1. The data are reported by academic rank: full, associate, assistant professor, lecturer/instructor and other faculty positions.

Table 1 contains salary information in specific employment settings by rank. Faculty salaries typically are reported on a 9-10-month basis and the salaries reported in Table 1 reflect this. Faculty in research centers or institutes or medical and professional schools may be paid on an 11-12-month basis. The 9-10-month salaries can be converted to their 11-12-month equivalents by multiplying the reported salaries by 11/9.

The overall median salary was $50,000 in 1993. More extensive data, including breakdowns by years in rank, type of institution (e.g., public or private), and geographic region, are available from the report, 1993-94 Faculty Salaries in Graduate Departments of Psychology (Wicherski and Kohout, 1994).

FIGURE 1
Faculty Positions, Doctoral Level

9-10-Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other faculty position
$125,000 or more	9		1		
$100,000 to 124,000	36			1	
$90,000 to 99,000	49	1			1
$80,000 to 89,000	79	6			
$79,000	13	1			
78,000	15	1			
77,000	15	2			
76,000	9	2			
75,000	21	2			
$74,000	22	2	4		1
73,000	23				
72,000	20		2		
71,000	10	1			
70,000	41	9	1		
$69,000	13				
68,000	21	3			
67,000	24	3	2		
66,000	19	4	1		
65,000	54	9	3		
$64,000	25	7	1		
63,000	16	3	2		
62,000	26	3			
61,000	39	6	3	1	2
60,000	68	11	2		
$59,000	26	9	2		
58,000	29	6	1		
57,000	51	8	2		
56,000	42	13	4		
55,000	38	15	4	1	1
$54,000	21	4	4	1	
53,000	35	13	5	1	1
52,000	41	9	4		1
51,000	28	18	2	1	
50,000	51	28	6		2
$49,000	34	29	13		1
48,000	23	18	3		1
47,000	36	21	5		
46,000	27	23	3	3	1
45,000	32	35	12	1	1
$44,000	21	16	5		
43,000	23	20	20	2	3
42,000	23	21	6	1	2
41,000	21	35	18		3
40,000	30	40	27	2	
$39,000	11	26	20	1	
38,000	13	23	24	1	1
37,000	14	31	26	3	
36,000	13	17	22	1	
35,000	3	25	30	2	
$34,000	6	13	36		2
33,000	5	16	23	4	1
32,000	1	8	22	1	2
31,000	1	8	23		
30,000	2	8	12	1	
$29,000	1	13	23	2	5
28,000	2	1	8		
27,000	2	5	8	1	1
26,000		5	10		
25,000	1	2	15		
$24,000		1	3		
23,000		2	1		
22,000			1		
21,000 or less		1	4		1
N	1,379	662	480	32	34
90%	82,000	60,000	52,000	54,000	61,000
75	70,000	51,000	42,000	46,000	50,000
Median	59,000	44,000	36,000	38,500	42,000
25	49,000	38,000	32,000	33,000	32,000
10	42,000	33,000	28,000	30,000	29,000
Mean	61,003	45,582	38,427	42,125	43,059
SD	17,036	11,213	10,580	14,953	14,217
	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other faculty

TABLE 1
Faculty Positions
Doctoral-Level, 9-10-Month Salaries for Selected Settings: 1993

Setting and Rank	Median	q1	q3	Mean	SD	N
University Psychology Department						
Full professor	60,000	50,000	71,000	61,779	15,564	520
Associate professor	42,000	39,000	48,000	43,814	9,309	177
Assistant professor	35,000	31,000	39,000	35,296	6,923	108
University Education Department						
Full professor	58,000	49,000	68,000	59,465	14,216	215
Associate professor	43,000	37,000	50,000	44,253	9,461	87
Assistant professor	34,500	31,000	38,000	34,893	6,781	56
University Business Department						
Full professor	76,500	66,500	92,500	81,232	21,767	56
Associate professor	55,000	49,500	63,500	55,167	10,649	36
Assistant professor	52,000	49,000	58,000	52,862	9,978	29
University, Other Academic Department						
Full professor	60,000	52,000	68,500	61,615	14,855	148
Associate professor	42,000	37,000	51,000	45,030	10,546	67
Assistant professor	36,500	30,000	40,000	36,262	7,967	42
University Research Center/Institute						
Full professor	73,000	56,500	83,500	72,125	17,527	16
4-year College Psychology Department						
Full professor	50,000	42,000	58,000	51,005	12,249	197
Associate professor	37,000	33,000	43,000	38,387	8,526	111
Assistant professor	34,000	29,000	38,000	33,776	5,602	49
4-year College, Other Academic Department						
Full professor	50,000	43,000	58,000	50,769	11,468	13
2-Yr College						
Full professor	54,000	45,500	60,000	53,703	10,079	64
Associate professor	47,000	40,000	53,000	47,500	11,683	10
Lecturer/Instructor	39,000	35,000	46,000	41,000	7,656	14

(continued)

TABLE 1 (continued)
Faculty Positions
Doctoral-Level, 9-10-Month Salaries for Selected Settings: 1993

Setting and Rank	Median	q1	q3	Mean	SD	N
Medical School, Psychiatry*						
Full professor	71,000	57,000	90,000	75,017	22,210	60
Associate professor	51,500	46,000	63,500	53,961	13,449	76
Assistant professor	38,000	33,000	46,500	40,522	10,540	92
Medical School, Other Department*						
Full professor	64,000	57,000	77,000	70,024	22,546	41
Associate professor	49,500	44,000	59,000	51,870	10,856	46
Assistant professor	38,500	35,000	47,000	42,847	14,992	72
University-affiliated Professional School of Psychology						
Full professor	54,000	45,000	75,000	60,727	16,328	11
Free-standing Professional School of Psychology						
Full professor	52,000	40,000	58,000	54,636	24,909	11
Other Professional School						
Full professor	58,000	49,000	70,000	61,600	17,684	10
Associate professor	46,000	43,000	50,000	47,867	11,898	15

*These salaries are normally paid on an 11-12-month basis. Conversion from the 9-10-month figures listed in this table can be accomplished by multiplying by 11/9.

2. EDUCATIONAL ADMINISTRATION

Educational administration refers to administrative positions in college or university settings (e.g., president, provost or dean). These individuals may also hold a faculty appointment. Department chairs are excluded from this category. The category also includes school superintendents or other administrative positions related to education.

The 243 doctoral-level respondents in this category were most likely to be employed in university administrative offices (40%), 14% in school system district offices, four-year college administrative offices (12%), free-standing schools of professional psychology (7%) and less than 4% each in two-year colleges, university-affiliated schools of professional psychology and elementary or secondary schools.

Figure 2 presents the summary statistics and frequency distributions for the doctoral-level respondents in this category. Table 2 presents 11-12-month salaries by years of experience and employment setting.

The largest single proportion of educational administrators claimed clinical (16%), followed by educational (11%), social/personality (9%), and developmental, counseling and school at 8% each.

Doctoral-level respondents in educational administration reported a median 11-12-month salary of $74,000.

FIGURE 2

Educational Administration--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$125,000 or more					1	4	1	5
$100,000 to 124,000				1	3	8	6	10
$90,000 to 99,000				1	4	9	6	6
$80,000 to 89,000				2	6	7	11	1
$70,000 to 79,000				4	14	19	9	6
$69,000						2		2
68,000					1	1	3	2
67,000							1	1
66,000					1	2	1	2
65,000				1	1	2	2	1
$64,000				1	1	1	1	2
63,000				1	1			
62,000				2	2	1		
61,000					1	2	1	1
60,000			2	2	3		2	1
$59,000						2		1
58,000				1	1			
57,000				1	1	3	1	
56,000								
55,000				1	1	2		1
$54,000			1		1			
53,000				1	1			
52,000						1		
51,000					1	1		
50,000				2	2	1	2	
$49,000				1	1			
48,000								1
47,000						1		
46,000							1	
45,000						1		
$44,000								1
43,000						1		
42,000								
41,000						1		
40,000							1	
$39,000								
38,000						1		
37,000			1					
36,000								
35,000								
$34,000						1		
33,000								
32,000								
31,000								
30,000			1					
N	0	0	5	22	48	75	49	44
90%				80,000	98,000	110,000	110,000	125,000
75				75,000	82,000	94,000	90,000	109,500
Median				62,500	73,500	75,000	78,000	83,000
25				57,000	60,500	61,000	67,000	66,500
10				50,000	53,000	50,000	57,000	60,000
Mean				66,909	74,958	78,907	80,184	88,886
SD				16,118	22,205	27,395	22,138	28,828
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 2
Educational Administration
Doctoral-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
University, Administrative Office						
15 - 19 years	74,500	60,000	83,000	77,773	27,499	22
20 - 24 years	84,000	71,000	106,000	92,258	30,910	31
25 - 29 years	90,000	74,000	103,000	122,810	159,762	21
30 +	109,000	90,000	125,000	107,211	30,171	19
4-year College Administrative Office						
20 - 24 years	63,000	41,000	74,000	61,800	19,725	10

3. RESEARCH POSITIONS

There were 287 respondents who claimed research positions in the 1993 Salary Survey. Activities associated with research positions include basic or applied research, such as non-faculty positions in academic settings, employment as an investigator in a laboratory or a research institute, and research positions in private industry.

Most of the respondents were employed in either private or government research organizations (19% each). These were followed by those in university research centers (13%). Combined medical school settings claimed almost 14% of the researchers and just under 5% could be found in VA hospitals. Business and industry employed 4% and just under 4% were working in other nonprofit organizations. Self employed and consulting settings were not "popular" among this group.

The summary statistics and frequency distributions for research positions are presented in Figure 3. Summary statistics for 11-12-month salaries by years of work experience and employment setting are presented in Table 3.

The most frequently reported subfields were clinical (17%), social/personality (13)%, experimental (10%), educational (11%), developmental (7%), industrial-organizational (6%), health (5%) and cognitive and quantitative/mathematical/psychometrics/statistics at approximately 4% each.

The overall median 11-12-month salary for doctoral-level respondents in research positions was $55,000.

FIGURE 3
Research Positions--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$100,000 or more			1	1	2	3	4	6
$90,000 to 99,000					1	3	2	3
$80,000 to 89,000			1	4	3	3	1	8
$70,000 to 79,000			1	6	9	5	3	5
$69,000						1		
68,000			1	2		1	1	1
67,000				1				
66,000				1		1		
65,000			1	2	3	4		
$64,000			1	1				1
63,000					1		1	
62,000			1	3	2		3	
61,000				1	1	1		
60,000			2	2	1	2	2	2
$59,000								
58,000			2		2	2		
57,000			1		1	2	1	1
56,000			4	1	3			
55,000			2	3		2		1
$54,000			3	1				1
53,000			2			1		
52,000			4	1	2	1		
51,000		2	1		1			
50,000		1	5	1	4	3		1
$49,000		3	1				1	
48,000			1	1	1	1		
47,000		1	1					
46,000		2	3	1				
45,000		1	3	2			1	1
$44,000		1	1	2				
43,000		2	2			1		
42,000		4	2	2	1			
41,000			1	2		3		
40,000	1	2	3					
$39,000		1	1	1				
38,000		2	1	2			1	
37,000		2	3	1	1			
36,000		1	2	1				
35,000		3	3					
$34,000		1						
33,000		1		1				
32,000		3	1	1				
31,000		1						
30,000		1						
$29,000								
28,000		5	1					
27,000								
26,000		1	1					
25,000			1					
$24,000								
23,000								
22,000							1	
N	1	41	65	48	39	40	22	31
90%		49,000	62,000	80,000	83,000	90,000	113,000	108,000
75		44,000	55,000	68,000	75,000	76,500	93,000	94,000
Median		38,000	50,000	58,000	62,000	65,000	65,500	80,000
25		32,000	40,000	44,000	52,000	54,000	60,000	64,000
10		28,000	35,000	38,000	50,000	45,500	45,000	55,000
Mean		38,561	49,338	57,708	66,026	66,900	73,909	81,516
SD		7,396	14,077	15,927	19,030	18,724	28,920	22,230
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 3
Research Positions
Doctoral-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
University Research Center						
5 - 9 years	41,500	38,000	45,500	42,750	7,034	12
Private Research Organization						
15 - 19 years	67,500	50,000	75,000	65,000	13,072	10
20 - 24 years	72,500	65,000	90,000	76,250	19,288	12
Government Research Organization						
5 - 9 years	52,500	44,500	54,000	49,333	9,198	12
10 - 14 years	60,000	42,000	62,000	54,909	10,839	11

4. ADMINISTRATION OF RESEARCH

One hundred and sixty-four doctoral-level research administrators responded to the 1993 Salary Survey. These positions involve the management or administration of a research organization or program. Although individuals employed in these positions also may be involved in other aspects of the research process (e.g., design, data collection and analyses), their primary responsibility is managing research, including the supervision of research personnel. Summary statistics are presented in Table 4.

The largest proportions of respondents were working as administrators in government research organizations (23%) and private research firms (21%). These were followed by university research centers at 12% and almost 9% in consulting firms and just under 7% in business and industry. Almost 5% were working in state governments.

The most frequently reported subfields were industrial/organizational psychology and social/personality with just under 12% each. Clinical was claimed by 11% of respondents. Experimental and developmental were reported by just under 7% each and educational was reported by almost 5% of respondents.

The overall 11-12-month median salary for doctoral respondents in research administration was $75,500.

FIGURE 4
Administration of Research--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$125,000 or more					4	1	1	5
$100,000 to 124,000				3	5	6	8	4
$90,000 to 99,000			1		1	7	5	2
$80,000 to 89,000				2	5	5	2	8
$70,000 to 79,000			3	3	4	4	6	3
$69,000						1		
68,000								1
67,000					1	1		
66,000			1	1			1	1
65,000			1	1	1	1		1
$64,000						1		
63,000				1				
62,000			1	1	1			
61,000				1			1	
60,000						1	1	
$59,000			2					
58,000				1				
57,000				1	1	1		
56,000								
55,000				2	1		1	
$54,000			1	1				
53,000			1			1		
52,000						1		
51,000								
50,000		1	1	1				
$49,000			1					
48,000			2					
47,000				2		1		
46,000						1		
45,000		1		3				
$44,000				2	1			
43,000			1		1			
42,000			1			1		
41,000								
40,000				1				
$39,000		1				1		
38,000			2	1				
37,000		1						
36,000								
35,000								
$34,000								
33,000								
32,000		1						
N	0	5	19	28	26	35	26	25
90%			76,000	115,000	135,000	104,000	120,000	154,000
75			66,000	73,000	110,000	93,000	100,000	107,000
Median			54,000	57,500	83,500	84,000	91,000	89,000
25			48,000	46,000	67,000	64,000	74,000	83,000
10			38,000	44,000	55,000	47,000	61,000	68,000
Mean			57,158	63,964	91,038	80,171	89,000	107,600
SD			14,202	23,173	34,222	22,470	19,783	61,017
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 4
Administration of Research
Doctoral-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
Government Research Organization						
20 - 24 years	83,000	71,000	92,500	82,750	18,811	12

5. DIRECT HUMAN SERVICES - CLINICAL LICENSED

There were 2,344 doctoral-level respondents who claimed clinical psychology as their major field, were licensed and who were involved in the delivery of direct human services to clients.

The largest single proportion of respondents was located in individual private practice (38%) with 53% in any private practice setting (individual or group). Less than 3% were employed in any university or college setting. Twenty-one percent could be found in hospital settings. Just under 15% were located in community mental health centers, HMOs and other health service settings. Less than one percent was self employed or consulting and less than 4% were in other settings such as business/industry, criminal justice systems, or the government.

The overall 11-12-month median salary for licensed doctoral-level clinical psychologists was $60,000. Figure 5 and Table 5 contain frequency distributions and summary statistics.

FIGURE 5

Human Service Positions, Licensed Only--Clinical Psychology--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$200,000 or more			1	1	3	17	4	8
$175,000 to 199,000			1	3	4	9	4	4
$150,000 to 174,000				1	12	21	5	7
$125,000 to 149,000			4	6	13	27	9	10
$100,000 to 124,000		4	17	20	43	64	27	18
$90,000 to 99,000		4	9	15	26	40	18	11
$80,000 to 89,000		6	15	16	31	48	24	24
$70,000 to 79,000		6	21	27	33	59	41	23
$69,000			2	1	3	4	3	2
68,000		2	1	4	1	4	1	1
67,000		1		3	1	4	4	2
66,000			1	1	5	6	4	1
65,000		5	9	8	14	28	8	8
$64,000				3	5	4		2
63,000			3	1	5	6	3	5
62,000		1	3	6	3	12	10	5
61,000		1	1	1	4	7		2
60,000		10	13	19	20	25	13	7
$59,000			4	7	5	5	2	2
58,000		4	2	6	5	4	4	3
57,000			10	2	4	6	2	6
56,000			8	3	3	7	2	3
55,000		5	16	9	12	9	7	12
$54,000			6	4	5	3	3	1
53,000		1	7	5	4	7	4	1
52,000		11	14	10	8	12	4	2
51,000	1	7	7		3	6		
50,000	2	21	26	14	11	29	13	5
$49,000		9	7	5	5	4	3	3
48,000		25	14	8	9	6	4	5
47,000		12	9	4	2	5	2	1
46,000		9	9	1	3	2	2	1
45,000		16	15	7	10	15	5	8
$44,000		4	6	6	1	3		1
43,000		9	6	2	4	8	3	3
42,000		14	12	6	2	4		1
41,000	1	11	8		3	3	1	2
40,000		25	18	7	9	15	7	2
$39,000		6	4	2	2	1		1
38,000		9	6		1	1	2	3
37,000		10	2	1		4	1	1
36,000	1	6	4	4	2	3	1	1
35,000	1	12	9	2	3	4	3	2
$34,000		6	3	1	1	3		1
33,000		3	3		1	1	1	
32,000		8	6	1	2		2	
31,000		3	2	4		1		
30,000		6	3	6	2	5	1	7
$29,000		1						
28,000			1	1		1		1
27,000		2		2				
26,000		1			1	1	1	1
25,000		3	2	2	3		1	2
$24,000		2		1		1		
23,000		1	1	1	2			
22,000					1		1	
21,000 or less		3		1	1	3	1	
N	6	310	351	271	356	567	261	222
90%		60,000	84,000	100,000	120,000	135,000	120,000	130,000
75		50,000	61,000	75,000	92,000	98,000	90,000	93,000
Median		45,000	50,000	60,000	65,000	70,000	70,000	65,500
25		39,000	43,000	48,000	52,000	53,000	54,000	54,000
10		33,000	37,000	39,000	42,000	43,000	45,000	41,000
Mean		46,687	56,758	65,417	75,930	82,229	76,575	79,009
SD		14,210	23,276	28,551	35,337	46,257	35,714	43,089
	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 +

TABLE 5
Direct Human Service Positions: Clinical Psychology (Licensed Only)
Doctoral-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
University/College Counseling Center						
2 - 4 years	34,000	31,000	41,500	35,563	6,562	16
5 - 9 years	40,000	36,000	41,000	40,154	6,568	13
25 - 29 years	55,500	50,000	70,000	56,800	13,718	10
Public General Hospital						
2 - 4 years	46,000	40,000	50,000	45,800	8,895	20
5 - 9 years	46,000	42,000	52,000	46,231	7,440	13
10 - 14 years	57,500	50,000	61,000	57,188	13,283	16
Private General Hospital						
2 - 4 years	44,000	40,000	49,500	44,400	7,571	40
5 - 9 years	49,000	43,000	57,000	51,240	14,193	25
10 - 14 years	60,000	52,000	67,000	59,682	12,863	22
15 - 19 years	57,000	53,000	73,000	61,000	12,891	13
20 - 24 years	62,000	45,000	75,000	62,091	19,191	11
Public Psychiatric Hospital						
2 - 4 years	42,000	40,000	48,000	42,143	6,725	21
5 - 9 years	46,000	43,000	50,000	45,667	5,650	27
10 - 14 years	48,000	42,500	54,000	47,333	8,424	12
15 - 19 years	50,000	48,000	53,000	50,000	5,392	14
20 - 24 years	51,500	48,500	56,000	51,550	5,501	20
VA Hospital						
2 - 4 years	48,000	47,000	49,000	46,000	6,107	21
5 - 9 years	52,000	51,000	56,000	51,120	6,918	25
10 - 14 years	58,000	55,000	59,000	56,565	8,267	23
15 - 19 years	60,000	59,000	63,000	60,348	4,773	23
20 - 24 years	62,000	60,000	63,000	59,793	6,920	29
30 +	63,000	61,000	64,500	62,375	4,288	16
Individual Private Practice						
2 - 4 years	50,000	35,000	70,000	55,606	26,930	33
5 - 9 years	63,000	50,000	86,000	70,294	33,601	68
10 - 14 years	75,000	50,000	97,000	77,297	36,119	74
15 - 19 years	85,000	60,000	105,000	87,234	38,060	141
20 - 24 years	80,000	60,000	107,000	90,344	48,956	308
25 - 29 years	75,000	60,000	100,000	83,893	39,012	150
30 +	75,000	50,000	110,000	85,289	45,682	121

(continued)

TABLE 5 (continued)
Direct Human Service Positions: Clinical Psychology (Licensed Only)
Doctoral-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
Group Psychological Practice						
2 - 4 years	50,000	45,000	60,000	52,952	13,317	21
5 - 9 years	69,000	55,000	100,000	76,788	33,398	33
10 - 14 years	75,000	52,000	100,000	80,407	38,486	27
15 - 19 years	80,000	59,000	105,000	84,229	38,201	48
20 - 24 years	80,000	66,000	105,000	96,070	60,278	57
25 - 29 years	75,000	51,500	88,500	77,938	33,581	16
30 +	71,000	60,000	100,000	82,944	37,501	18
Medical-Psychological Group Practice						
2 - 4 years	60,000	53,000	80,000	65,150	17,848	20
5 - 9 years	67,500	56,000	79,000	68,650	18,428	20
10 - 14 years	83,000	68,000	118,000	91,600	33,227	10
15 - 19 years	75,000	63,000	90,000	83,741	43,445	27
20 - 24 years	92,000	75,000	150,000	110,630	48,459	27
25 - 29 years	90,500	66,500	104,000	94,750	51,195	12
Outpatient Clinic						
2 - 4 years	42,000	38,000	49,000	43,167	6,478	12
5 - 9 years	44,000	38,000	53,000	46,769	13,179	13
CMHC						
2 - 4 years	38,000	36,000	41,000	38,200	5,788	25
5 - 9 years	40,000	36,000	45,000	40,621	7,258	29
15 - 19 years	48,000	45,000	52,000	48,538	7,007	13
20 - 24 years	49,000	43,000	53,000	49,360	7,399	25
HMO						
5 - 9 years	60,000	55,000	70,000	63,800	13,855	10
10 - 14 years	67,500	60,000	73,500	66,250	8,698	12
15 - 19 years	67,500	63,500	73,000	68,250	11,185	12
20 - 24 years	65,500	58,000	70,000	64,500	10,588	14
Specialized Health Service (e.g., substance abuse or mental retardation)						
5 - 9 years	50,000	47,000	53,000	51,250	9,265	12
Other Human Service Setting						
2 - 4 years	40,000	38,000	46,000	41,636	4,249	11
5 - 9 years	54,000	44,000	64,500	55,333	15,564	12

6. DIRECT HUMAN SERVICES - COUNSELING LICENSED

Five hundred and fifty respondents indicated that they were licensed and involved in the delivery of human services at the doctoral level in counseling psychology. The largest single proportion was employed in individual private practice and overall, over 42% were employed in private practice settings (individual or group). The next largest group was working in university counseling centers (23%), with just over one fourth in any educational setting. Fourteen percent were working in hospitals, while just under 12% could be found in clinics, HMOs and other service settings. Less than four percent claimed business/industry, criminal justice systems or government.

The overall 11-12-month median salary for licensed doctoral-level counseling psychologists was $52,000. Frequency distributions and summary statistics can be found in Figure 6 and Table 6.

FIGURE 6

Human Service Positions, Licensed Only--Counseling Psychology--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$150,000 or more				2	1	5	1	2
$125,000 to 149,000			1	2	5	4		1
$100,000 to 124,000			5	6	8	16	4	1
$90,000 to 99,000		2	4	3	3	2	2	2
$80,000 to 89,000			4	2	9	12	2	
$70,000 to 79,000		3	3	7	11	5	7	
$69,000		1			1		1	1
68,000			1		1	2	1	
67,000			2		1	1	2	
66,000						1		
65,000				2	1	6	1	
$64,000						2	1	
63,000						1		
62,000						3	2	
61,000				4		2		
60,000		1	7		3	6	1	2
$59,000				1		1	1	
58,000					1	1		1
57,000			1	2	3		2	
56,000			2	1	1		3	
55,000			3	5	5	2	2	
$54,000				4	3	2		
53,000		1		1	1	2	1	
52,000		2	8		2	1	2	
51,000		1	1	1			1	
50,000		3	9	3	6	7	4	2
$49,000			5	2	1		1	
48,000		2	5	1	1	2		1
47,000					1		1	
46,000			2	3	1	2	2	
45,000			6		3	6		
$44,000			1			1	2	
43,000			5		1	3		
42,000	1	3	3	1	3	1	1	1
41,000	1	2	5	1	1			
40,000		8	7	1	3	3	2	1
$39,000		2	3	1	2		1	
38,000		4	5	2	1	1	2	1
37,000		1	5	2				
36,000			3	1				
35,000		5	5	1	1	1	1	
$34,000		5	2	2	2	2		
33,000		3	2		1	1		
32,000	1	3	7	2	1	1	1	
31,000		2	3	1	1	1		
30,000		4	1	1	1	1		1
$29,000		1	2	1	2			
28,000								
27,000		2		1	1			
26,000		1	1			1		
25,000			3					
$24,000			1					
23,000								
22,000								
21,000								
or less		1		1			3	
N	3	63	133	71	94	111	58	17
90%		60,000	80,000	110,000	106,000	120,000	98,000	165,000
75		48,000	52,000	75,000	80,000	87,000	70,000	98,000
Median		38,000	45,000	55,000	57,000	64,000	56,000	60,000
25		33,000	37,000	41,000	45,000	50,000	46,000	48,000
10		30,000	32,000	34,000	35,000	40,000	38,000	38,000
Mean		41,762	49,639	64,028	66,117	73,342	60,052	79,000
SD		14,926	19,669	34,371	28,592	34,367	23,576	48,279
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 6
Direct Human Service Positions: Counseling Psychology (Licensed Only)
Doctoral-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
University/College Counseling Center						
2 - 4 years	33,000	30,000	34,000	32,684	2,496	19
5 - 9 years	36,000	32,000	40,000	36,718	6,704	39
10 - 14 years	38,500	36,500	47,500	41,313	7,400	16
15 - 19 years	48,000	39,000	52,000	45,545	9,169	11
20 - 24 years	54,000	43,000	61,000	53,235	11,606	17
25 - 29 years	52,000	46,000	68,000	55,474	11,539	19
Individual Private Practice						
5 - 9 years	72,000	55,000	90,000	72,640	25,201	25
10 - 14 years	72,000	54,000	100,000	81,333	40,927	21
15 - 19 years	76,000	54,000	92,000	76,353	31,705	34
20 - 24 years	65,000	50,000	105,000	78,273	34,177	55
25 - 29 years	55,000	42,000	80,000	61,810	27,564	21
Group Psychological Practice						
15 - 19 years	65,000	52,000	115,000	78,417	36,218	12
20 - 24 years	76,500	60,000	120,000	88,700	46,327	10
CMHC						
5 - 9 years	41,000	38,000	42,000	40,455	4,569	11

7. DIRECT HUMAN SERVICES - SCHOOL LICENSED

Two hundred and nine respondents fit in this category. Three fourths of these school psychologists were employed in elementary and secondary schools, school system district offices or other educational settings. Just under 13% were working in individual or group private practices. Less than 4% each were in hospital settings, other health service settings such as clinics or HMOs, or state and local governments.

The median salary for licensed doctoral-level school psychologists was $60,000 in 1993.

FIGURE 7

Human Service Positions, Licensed Only--School Psychology--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$100,000 or more			2	1	2	3	2	
$90,000 to 99,000					1	1	1	1
$80,000 to 89,000			2	2	3	7	3	4
$70,000 to 79,000			1	6	12	11	4	5
$69,000					1			
68,000				1	1			
67,000			1	1		1		
66,000			2		2			1
65,000					3	2		1
$64,000						2	1	1
63,000				1	3		2	
62,000				1			1	
61,000		1	3	2	2	1		2
60,000				4	2	2		
$59,000				1				
58,000								
57,000			1	2	2	3		
56,000		1		2				
55,000		1	1	1	3	1	1	1
$54,000			2		1	2		
53,000		1		2	1			
52,000						1		
51,000			1		1	1		
50,000			1	4	2	2	2	
$49,000		1	1	1			1	
48,000			1			2		
47,000								
46,000			1	1	1			
45,000			2	1	2			
$44,000				1	1			
43,000						2		
42,000				1				
41,000								
40,000		2	1	2	1	1		
$39,000				1		1	1	
38,000		1	2					
37,000			1	1				
36,000			1					
35,000	1							
$34,000			1					
33,000								
32,000								
31,000								
30,000		1						
$29,000								
28,000				1				
27,000				1				
26,000								
25,000					1			
N	1	9	28	42	48	46	19	16
90%			85,000	79,000	86,000	89,000	101,000	86,000
75			66,000	67,000	76,000	79,000	88,000	85,500
Median			54,000	57,000	65,000	66,000	70,000	74,000
25			45,000	49,000	55,000	54,000	55,000	64,500
10			37,000	40,000	45,000	48,000	49,000	61,000
Mean			57,679	57,810	65,813	67,261	70,579	73,813
SD			19,210	15,514	16,867	16,554	18,334	11,220
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 7
Direct Human Service Positions: School Psychology (Licensed Only)
Doctoral-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
Elementary/Secondary School						
5 - 9 years	57,000	51,000	66,000	57,615	12,018	13
10 - 14 years	57,000	50,000	77,000	60,895	13,852	19
15 - 19 years	69,500	60,000	78,000	69,136	10,692	22
20 - 24 years	70,000	60,000	86,000	70,095	16,595	21
School System District Office						
20 - 24 years	65,000	50,000	72,000	65,077	15,234	13

8. DIRECT HUMAN SERVICES - OTHER PSYCHOLOGICAL SUBFIELDS LICENSED

There were 388 respondents in this category. The respondents are involved in the delivery of human services to client populations but are not in one of the three standard fields (clinical, counseling or school).

Just over thirty-eight percent were employed in individual or group private practices. Fifteen percent were working in IPAs, PPOs, nursing homes, clinics, HMOs and other health service settings. Almost 24% reported working in hospital settings. Less than 4% each were self employed/ consulting or employed in other settings such as business/industry, criminal justice system, government or other non-profit organizations. The data for this position are presented in Figure 8 and Table 8.

The overall median 11-12-month salary for doctoral-level respondents in this position was $57,000 in 1993.

FIGURE 8

Human Service Positions, Licensed Only--Other Psychology--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$175,000 or more				1	3	1	1	
$150,000 to 174,000			1		1	4		
$125,000 to 149,000				1	2	8	3	
$100,000 to 124,000			2	7	6	9	3	
$90,000 to 99,000		1	2	2	1		1	
$80,000 to 89,000		1	4	5	6	8	5	1
$70,000 to 79,000		1	2	6	6	8	1	2
$69,000								
68,000						3	2	
67,000					1		2	
66,000					3			
65,000		1	2	3	1	3		
$64,000		1		1				
63,000					1	4		
62,000	1		1	1		2	1	
61,000			1	1	1	5		
60,000		1	5	3	4	9	2	2
$59,000					2			
58,000			1		2			2
57,000		1	1	3				1
56,000		1	4					
55,000			1		5	2	1	1
$54,000			3		1	1		1
53,000			1	2	2	1	1	
52,000		1	3	6	2	1		2
51,000				1		2	4	
50,000		3	4	7	4	6	3	
$49,000	1	1	1	1				
48,000			3	1	2	6	1	
47,000		2	3	1	1	2		
46,000			1		2			
45,000		1		1	1	3	2	
$44,000		2	2			1		
43,000		2	1		2	1		
42,000		1	2	3	1	1		1
41,000								
40,000		1	4	1	2	1	1	1
$39,000		1						
38,000		1		2				
37,000		1	1			1		
36,000					2	4	1	
35,000		1	2	3		1		1
$34,000				1	1			
33,000			1	1	1			
32,000			1			1		
31,000			1	1				
30,000		2	2		2			
$29,000				1				
28,000						1		
27,000						1		
26,000								
25,000					1	1		
$24,000								
23,000			1					
22,000								
21,000 or less			1	1			1	
N	2	28	65	68	72	102	36	15
90%		75,000	85,000	101,000	115,000	129,000	125,000	75,000
75		56,500	60,000	73,500	80,000	84,000	87,500	60,000
Median		47,000	52,000	55,000	59,500	61,000	64,500	57,000
25		41,000	43,000	48,500	49,000	50,000	50,500	52,000
10		35,000	33,000	35,000	40,000	40,000	45,000	40,000
Mean		50,143	56,200	63,603	72,986	74,284	72,889	56,667
SD		14,524	23,673	27,664	51,206	41,591	33,884	12,528
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 8
Direct Human Service Positions: Other Psychology (Licensed Only)
Doctoral-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
Private General Hospital						
5 - 9 years	56,000	47,000	80,000	62,909	16,245	11
Individual Private Practice						
10 - 14 years	75,000	65,000	100,000	78,588	25,244	17
15 - 19 years	67,500	50,000	100,000	88,100	72,420	30
20 - 24 years	92,500	60,000	129,000	97,071	54,566	42
25 - 29 years	80,000	45,000	86,000	75,300	31,644	10

9. ADMINISTRATION OF HUMAN SERVICES

Section 9 contains salary information for positions involving the administration of human services, i.e., positions that involve managing or directing a program of human services. Although these individuals may be involved in the delivery of services, their primary responsibility is the administration of such activities, including the supervision of personnel. In 1993, there were 1,119 respondents in this position. Information on this position is reported in Figure 9 and Table 9.

As we might expect, most of the psychologists in administration of human services were employed in organized settings. Thirty-six percent were employed in clinics, CMHCs, HMOs, guidance centers and specialized health service settings. Almost 32% reported being in hospitals and ten percent were located in university or college counseling centers. Two percent claimed employment in elementary or secondary school settings and two percent were in group practices.

Just under 55% claimed clinical psychology as a major field in 1993. Counseling was indicated by almost 14%, followed by school with less than 2%. There were fewer than 2% each in developmental and child clinical.

The overall median 11-12-month salary for health service administrators at the doctoral level was $58,000.

FIGURE 9
Administration of Human Services--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$175,000 or more		1		2	1	3		1
$150,000 to 174,000				2	1	1		
$125,000 to 149,000				3	2	4	1	2
$100,000 to 124,000			2	6	5	12	4	3
$90,000 to 99,000		1	5	5	4	11	6	3
$80,000 to 89,000		1	6	8	7	29	19	5
$70,000 to 79,000			12	14	26	41	18	15
$69,000				2	1	1	1	1
68,000			1	3		6	4	2
67,000			1	2	4	5		1
66,000			1	2	6	2	4	
65,000		1	11	7	13	9	3	2
$64,000				1	8	1	3	1
63,000			1	6	6	5	4	1
62,000			4	9	6	9	8	1
61,000			2	2	4	6	1	1
60,000		2	8	10	16	12	5	5
$59,000			2	3	3	6	1	
58,000		1	4	10	5	3	4	1
57,000		1	1	7	7	5	3	1
56,000		1	2	7	5	8	2	3
55,000		4	7	5	12	5	10	2
$54,000		1	3	3	4	6	4	1
53,000		2	4	5	6	5	1	1
52,000			5	8	7	6	1	1
51,000		1	3	2	2	3	2	1
50,000		6	16	9	13	10	1	3
$49,000			3	8	4	3		1
48,000		3	5	13	8	3	3	
47,000			3	3	2	4	1	1
46,000		3	10	2	5	2	1	
45,000		6	15	8	4	5	1	2
$44,000		1	2	3	3		2	
43,000		3	6	6	2		2	
42,000		5	9	5	5	2		
41,000		1	7	5	3			
40,000		5	9	6	6	2	1	
$39,000		1	5	1	1	2	1	
38,000		3	7	2		1		
37,000		2	1	1	1	1		
36,000		2	2		1			
35,000		2		1	1	2		
$34,000		1	1	1	1			
33,000		1		1				
32,000		2	2	2	2			
31,000			2			1		
30,000		1			1			
$29,000			2					
28,000					1			
27,000			1					
26,000		1						
N	0	66	193	211	225	242	120	62
90%		58,000	72,000	85,000	75,000	95,000	89,000	90,000
75		51,000	60,000	65,000	66,000	79,000	79,000	77,000
Median		45,000	50,000	56,000	59,000	65,000	64,000	68,000
25		40,000	43,000	48,000	50,000	55,000	55,000	56,000
10		35,000	39,000	42,000	42,000	48,000	49,000	50,000
Mean		48,015	53,021	61,393	61,351	70,211	67,550	72,532
SD		19,629	14,849	25,598	24,400	26,710	16,238	28,650
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 9
Administration of Human Services
Doctoral-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
University/College Counseling Center						
5 - 9 years	42,000	39,000	53,000	46,091	10,377	11
10 - 14 years	48,500	43,000	54,000	50,500	11,434	22
15 - 19 years	59,000	50,000	64,000	56,259	11,165	27
20 - 24 years	65,000	51,000	76,000	65,455	17,375	22
25 - 29 years	63,500	55,000	68,000	63,056	10,789	18
Public General Hospital						
5 - 9 years	46,000	42,000	55,000	50,467	12,106	15
15 - 19 years	63,000	53,000	65,500	70,333	33,162	12
Private General Hospital						
5 - 9 years	55,000	49,000	69,000	56,938	16,599	16
10 - 14 years	63,000	57,500	72,500	65,667	11,073	12
20 - 24 years	67,000	58,000	75,000	67,000	13,663	13
Public Psychiatric Hospital						
10 - 14 years	52,000	47,000	58,000	51,211	8,960	19
15 - 19 years	55,000	52,000	60,000	54,421	7,918	19
20 - 24 years	60,000	54,000	65,000	61,043	10,169	23
25 - 29 years	58,000	55,000	70,000	62,400	13,569	15
Not-for-profit Private Mental Hospital						
5 - 9 years	50,000	45,000	75,000	60,400	21,537	10
VA Hospital						
5 - 9 years	52,000	50,000	54,000	50,231	8,516	13
10 - 14 years	58,000	53,000	63,000	57,769	8,298	13
15 - 19 years	65,500	59,000	73,000	65,611	9,672	18
20 - 24 years	67,000	62,000	72,000	68,000	8,576	19
25 - 29 years	62,500	62,000	73,000	66,214	8,851	14
For-profit Private Mental Hospital						
5 - 9 years	58,500	50,000	65,000	61,100	18,034	10

(continued)

TABLE 9 (continued)
Administration of Human Services
Doctoral-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
Outpatient Clinic						
5 - 9 years	45,000	41,000	48,000	45,600	6,293	10
20 - 24 years	55,500	54,000	60,000	56,000	8,563	10
CMHC						
2 - 4 years	43,500	38,000	45,000	45,143	13,861	14
5 - 9 years	42,500	39,000	46,000	44,045	8,627	22
10 - 14 years	50,000	46,500	56,000	51,313	7,472	32
15 - 19 years	51,000	47,000	63,000	55,163	11,859	49
20 - 24 years	60,000	50,000	74,000	62,932	18,841	44
25 - 29 years	72,000	55,000	90,000	76,733	23,608	15
Specialized Health Service (e.g., substance abuse or mental retardation)						
5 - 9 years	65,000	46,000	75,000	62,364	17,688	11
10 - 14 years	65,000	57,000	80,000	77,235	37,808	17
15 - 19 years	59,000	47,000	68,500	58,063	13,051	16
25 - 29 years	54,500	47,000	64,000	60,200	18,177	10
Other Human Service Setting						
10 - 14 years	48,500	42,000	82,000	73,250	59,623	12
15 - 19 years	66,000	51,000	75,000	71,692	28,058	13
20 - 24 years	80,000	63,500	95,500	80,900	22,592	20
Criminal Justice System						
5 - 9 years	54,000	49,000	60,000	53,632	10,510	19
10 - 14 years	54,000	45,000	58,000	52,867	7,652	15
15 - 19 years	57,500	53,000	63,000	57,900	7,795	10

10. APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY)

In this section, we present the salaries of those respondents whose positions may be called applied psychology (e.g., personnel selection, assessment, systems or equipment design, and organizational consultation, analysis or training) and whose current major field is industrial-organizational psychology. Salaries for the 199 doctoral-level respondents are described in Figure 10 and Table 10.

Just under 42% of respondents in these positions were employed in consulting firms. Almost 26% were in business and industry while 18% were self employed. Approximately 12% were working in government agencies, military and criminal justice systems.

The overall median 11-12-month salary for doctoral-level industrial- organizational psychologists in 1993 was $80,000.

FIGURE 10

Applied Psychology--Industrial Organizational--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$175,000 or more				1	3	6	4	3
$150,000 to 174,000				2	3	4	3	1
$125,000 to 149,000					2	1	2	1
$100,000 to 124,000			2	6	2	7	7	7
$90,000 to 99,000				1	1	5	1	4
$80,000 to 89,000		1	2	4	2	4	4	4
$70,000 to 79,000			5	4	4	6	3	1
$69,000			2					
68,000			1	1		1		
67,000				2	1	1		1
66,000			2					
65,000			3					1
$64,000								
63,000			1		1			
62,000			2					
61,000								
60,000		2			1		3	
$59,000			1					
58,000					1			
57,000			1					
56,000								
55,000		1	1		2			
$54,000		1	1	1				
53,000		2	2					
52,000		2						
51,000		1						
50,000		2	2	3	1			1
$49,000								
48,000		1	1	1	1		1	
47,000				2				1
46,000	1							
45,000			1					
$44,000			1	1				
43,000								
42,000				1				
41,000								
40,000		1	1					
$39,000								
38,000								
37,000								
36,000			1				1	
35,000				1				
$34,000								
33,000								
32,000								
31,000								
30,000			1		2			
$29,000								
28,000								
27,000								
26,000								
25,000					1			
$24,000								1
23,000								
22,000								
21,000						1		
N	1	14	34	31	28	36	29	26
90%		60,000	80,000	120,000	175,000	242,000	250,000	192,000
75		55,000	70,000	100,000	132,500	150,000	130,000	120,000
Median		52,500	64,000	72,000	75,500	97,500	100,000	96,000
25		50,000	53,000	50,000	56,500	79,500	78,000	80,000
10		48,000	44,000	47,000	30,000	74,000	60,000	50,000
Mean		54,786	63,029	84,871	95,500	119,972	123,414	109,654
SD		10,998	17,288	46,784	57,361	58,220	82,534	56,734
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 10
Applied Psychology (Industrial/Organizational)
Doctoral-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
Consulting Firm						
5 - 9 years	69,000	65,000	80,000	72,533	18,856	15
10 - 14 years	77,500	50,000	114,500	86,417	39,267	12
15 - 19 years	114,000	55,000	157,000	117,364	73,210	11
20 - 24 years	120,000	80,000	170,000	132,067	65,329	15
25 - 29 years	107,500	80,000	127,500	114,583	51,850	12
30 +	107,500	80,000	120,000	114,600	55,656	10
Business/Industry						
10 - 14 years	75,000	50,000	90,000	75,818	22,462	11
15 - 19 years	81,500	75,000	125,000	99,800	40,985	10

11. APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY)

Individuals whose positions may best be described as applied psychology and whose current major field is one other than industrial-organizational psychology are included in this section. Typically, these individuals are engaged in organizational consultation, marketing research, systems/equipment design or other applied psychology activities. There were 149 doctoral-level respondents in these positions in 1993 and their salaries are reported in Figure 11 and Table 11.

The largest single proportion of respondents was employed in consulting firms (41%), followed by those who were self employed (16%), business or industry (11%) and the federal government (8%). As noted, most of the respondents in this category are not employed in university or college or health service provider settings.

With 17% of the respondents, clinical was the most often mentioned field for this group. Ten percent indicated that they were in counseling, 9% were social/personality psychologists, 5% claimed quantitative/mathematics/statistics or psychometrics and 5% were in the fields of business or management.

The overall 11-12-month median salary for doctoral-level psychologists in these positions was $74,000.

FIGURE 11
Applied Psychology--Other Subfields--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$200,000 or more				2	2	5	3	1
$175,000 to 199,000					1	1	2	1
$150,000 to 174,000						4		
$125,000 to 149,000			1		2	1		
$100,000 to 124,000				1	4	7	1	5
$90,000 to 99,000			3		2	2		1
$80,000 to 89,000			1	1	1	5		
$70,000 to 79,000		1	3	5	4	3	5	4
$69,000				1		1		
68,000								
67,000						1		
66,000								
65,000				2	1	1		
$64,000				1	1			
63,000				2				
62,000				1	2	1		
61,000								
60,000				1	1	1	2	
$59,000								
58,000				2	1			
57,000				1	1			
56,000			1		2		1	
55,000					1	1	1	1
$54,000					1			
53,000			2			1		1
52,000			1	1				
51,000		1				1		
50,000			3			2		1
$49,000								
48,000		1						
47,000			2					
46,000						1		
45,000				1	2			
$44,000				2	1			
43,000				1				
42,000			1					
41,000								
40,000	1		1					
$39,000								
38,000				1				
37,000								
36,000								
35,000								
$34,000								
33,000								
32,000								
31,000								
30,000								
$29,000								
28,000								
27,000								
26,000								
25,000								
$24,000								
23,000								
22,000								
21,000								
or less				1				
N	1	3	19	27	30	39	15	15
90%			95,000	120,000	152,500	200,000	200,000	180,000
75			85,000	70,000	105,000	150,000	195,000	109,000
Median			53,000	63,000	72,500	90,000	75,000	90,000
25			50,000	52,000	57,000	67,000	60,000	70,000
10			42,000	43,000	49,500	51,000	56,000	53,000
Mean			66,053	82,889	89,767	113,410	115,867	96,533
SD			24,744	79,053	51,663	66,239	67,975	43,200
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 11
Applied Psychology (Other Subfield of Psychology)
Doctoral-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
Consulting Firm						
10 - 14 years	63,000	58,000	85,000	96,600	91,416	10
15 - 19 years	105,000	90,000	128,000	115,364	55,612	11
20 - 24 years	105,000	80,000	150,000	122,684	63,691	19

12. ADMINISTRATION OF APPLIED PSYCHOLOGY

There were 133 respondents in these administrative positions. Administration of applied psychology includes the management of an organization or program in applied psychology, such as a firm specializing in market research or in industrial-organizational psychology. The primary responsibility of individuals in these positions is the administration of such programs, including the supervision of personnel. Figure 12 and Table 12 contain salary data on these respondents.

None of these respondents was in university or college settings in 1993. A very small proportion (les than 7%) were employed in organized health care settings or independent practices. The largest single proportion was located in consulting firms (34%), followed by 22% in business and industry settings. Just under 11% were working in private research or non-profit organizations. And barely 11% were employed in military or government organizations.

The largest group of respondents in this position specialize in industrial-organizational psychology (34%), followed by clinical at 13% and counseling at 9%. Five percent each were or social/personality.

The overall median 11-12-month salary for doctoral-level respondents was $85,000 in 1993. The standard deviation is large for this group, indicating substantial variation around the mean of $97,789.

FIGURE 12
Administration of Applied Psychology--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$200,000 or more					1	5		1
$175,000 to 199,000				1		1		
$150,000 to 174,000					3	1		1
$125,000 to 149,000				1	4	5		
$100,000 to 124,000				3	4	8	2	2
$90,000 to 99,000			1	2	2	4	1	3
$80,000 to 89,000				6	5	5	3	2
$70,000 to 79,000			2	6	6	5	2	1
$69,000			2		1			
68,000					1			
67,000					1			
66,000			1					
65,000		1	1	1		2		
$64,000								
63,000				1		2		
62,000							1	
61,000				1				
60,000						2		
$59,000								1
58,000				1				
57,000								
56,000								
55,000			1					
$54,000								
53,000				1				
52,000								
51,000								
50,000			1					
$49,000								
48,000					1		1	
47,000								1
46,000								
45,000								
$44,000				1				
43,000						1		
42,000				1				
41,000								
40,000			2		1	1		
$39,000								
38,000								
37,000								
36,000								
35,000								
$34,000								
33,000								
32,000								
31,000								
30,000							1	
N	0	1	11	26	30	42	11	12
90%			75,000	120,000	150,000	200,000	109,000	158,000
75			70,000	90,000	125,000	126,000	91,000	107,500
Median			66,000	79,500	84,500	90,000	82,000	94,500
25			50,000	65,000	74,000	72,000	62,000	80,500
10			40,000	53,000	67,500	63,000	48,000	59,000
Mean			63,091	82,846	98,900	115,738	78,636	116,667
SD			16,103	29,064	39,617	73,590	25,512	88,906
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 12
Administration of Applied Psychology
Doctoral-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
Consulting Firm						
15 - 19 years	112,500	85,000	150,000	123,100	48,989	10
20 - 24 years	126,000	105,000	150,000	141,529	54,116	17

13. OTHER ADMINISTRATIVE POSITIONS

These positions often involve managerial responsibilities in a business, government or nonprofit association that cannot be described as the direct administration of educational, research or human services or other applied psychology activities. These positions may be related to psychology, such as administration of government programs related to research funding, management of programs concerned with psychological issues in a nonprofit association and personnel administration. There were 206 respondents at the doctoral level in 1993.

The largest single proportion was employed in government settings (33%), followed by business and industry (28%), and other nonprofit associations (17%). Although scattered across a number of different settings, most of these respondents could be found outside academia and health care settings.

Clinical psychology claimed 23% of the respondents. Seventeen percent reported industrial-organizational psychology as their major field and approximately 5% each were in social/personality psychology, educational psychology, business or management, and public administration.

The overall 11-12-month salary for doctoral-level respondents was $73,000. The range of salaries was quite large. The mean of $88,811 and standard deviation of $54,999 indicates that the range of reported salaries extended from the mid thirties to well over $100,000.

FIGURE 13
Other Administrative Positions--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$175,000 or more					4	4		2
$150,000 to 174,000				1	3	1	1	
$125,000 to 149,000			1	3	3	3		1
$100,000 to 124,000			2	1	4	6	7	9
$90,000 to 99,000				1	1	5	1	1
$80,000 to 89,000			3	2	6	7	5	2
$70,000 to 79,000			2	5	11	5	6	1
$69,000					1			
68,000		1		2	1	1	1	
67,000					1			
66,000					1	1		
65,000			1	2	1	2		2
$64,000								
63,000			1		1			
62,000						2	1	
61,000				1				
60,000			1	1	3	8		2
$59,000			1			1		
58,000				1				
57,000			1					1
56,000					1		2	
55,000				2	1	2	1	
$54,000		1		1		1		
53,000					1			
52,000				1	1	2		
51,000						2		
50,000				2		2		
$49,000								1
48,000								1
47,000		1			1		1	2
46,000			1	1	1			
45,000			1					
$44,000								1
43,000								
42,000					1			
41,000					1			
40,000				1				
39,000				1		1		
38,000								
37,000								
36,000								
35,000								
$34,000								
33,000								
32,000								
31,000								
30,000					1			
$29,000								
28,000								
27,000								
26,000								
25,000								
$24,000								
23,000								
22,000								
21,000 or less							1	
N		3	15	29	50	56	27	26
90%			106,000	130,000	168,500	135,000	118,000	125,000
75			87,000	85,000	110,000	99,000	100,000	108,000
Median			73,000	68,000	74,500	73,500	80,000	92,500
25			59,000	55,000	63,000	60,000	68,000	60,000
10			46,000	46,000	49,500	52,000	55,000	47,000
Mean			75,133	75,448	95,680	93,839	82,481	97,885
SD			23,336	31,697	61,503	70,150	26,886	60,387
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 13
Other Administrative Positions
Doctoral-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
Business/Industry						
15 - 19 years	110,500	72,000	172,000	132,389	85,132	18
20 - 24 years	105,000	85,000	205,000	154,000	117,379	14

14. MASTER'S - LEVEL RESPONDENTS

This section contains salary information broken out by positions for master's-level respondents. Overall median salaries and salaries by years of experience are presented when there are sufficient numbers of respondents (N>10). Given the small numbers of respondents in some of these positions at the master's level and missing data on some of the variables, tables are included only for those in faculty positions, direct human services and the administration of human services. Figures and tables for this section are located following the text.

Faculty Positions

The subfields reported most often by the 82 respondents in faculty positions were general/methods and systems, clinical, developmental, and education/teaching at 13% each. Experimental was mentioned by 7%, as was counseling. Finally, educational and industrial/organizational psychology each were reported by just under 5% of the respondents.

Over half of the respondents were employed in two-year college settings (51%), 28% were located in university settings, mostly departments of psychology and almost 15% were working in four-year college settings. Less than 5% were found in medical school settings. The overall median 9-10-month salary for master's-level faculty was $37,500.

Educational Administration

Twenty-four respondents chose this position. Six or 24% were school psychologists, 17% were educational psychologists, and 13% were clinical. One or two respondents each chose developmental, counseling, counselor education, business or management, computer science, industrial relations, and special education.

The largest single proportion of the respondents was employed in school system district offices (33%), followed by "other" educational setting (17%), two-year colleges (17%) and elementary and secondary schools (13%). Twelve percent were working in university settings and 4% each were employed in university-affiliated professional schools and four-year college administrative offices.

The overall 11-12-month median salary at the master's level was $55,000 for those involved in educational administration.

Research Positions

There were 31 respondents in this position in 1993. The largest single proportion reported that industrial-organizational psychology was their major field. Six percent (N=2) chose one of each of the following fields, general/methods and systems, experimental, social, counseling, and educational. Three or just under 10% reported their major field as psychopharmacology. One each reported clinical, community, counseling, public health, statistics and social/behavioral sciences as a major field.

Government research organizations and business and industry each employed 16% of the 31 respondents. Thirteen percent were in private research organizations and just under 7% each were self employed or with the federal government. A few (N=3) were working in hospital settings. Just over 16% were located in university settings and 10% were in medical schools.

The overall median salary for 11-12-months at the master's level in research positions was $43,000.

Research Administration

Only 17 people responded in this position at the master's level in 1993. Forty-seven percent were employed in private research organizations or consulting firms. Self employment, government research organization and business and industry employed one respondent each. Two each were working with a state government, medical school and university. Respondents did not cluster in one subfield or another but were scattered among personality, counseling, educational, industrial-organizational, behavioral medicine, environmental, health, rehabilitation, engineering, statistics and the social/behavioral sciences.

The overall median 11-12-month salary for master's-level respondents in research administration was $67,000. It is important to remember that this is based on a small N and should be interpreted with caution.

Health Services

Clinical. Two hundred and forty-four respondents indicated that they were providing direct human services in clinical psychology at the master's level. The largest single proportion of respondents was employed in individual or group practices (37%). That was followed by 25% in CMHCs, clinics, HMOs, and other health service settings, and 18% in hospital settings. Less than 2% chose any university or college settings. With the exception of the criminal justice system, few respondents were employed in other settings such as government, business or industry and nonprofit organizations.

The overall median 11-12-month salary was $41,000 for master's-level respondents who indicated clinical as a major field and who are involved in the delivery of direct human services.

Counseling. The largest single proportion of the 99 respondents was employed in individual or group practices (31%). Clinics, community mental health clinics, and HMOs claimed 25%. Thirteen percent were located in hospitals, followed by 12% in university/college settings (primarily counseling centers). Approximately 11% were in other settings such as research organizations, government settings, business and industry, military and nonprofit organizations.

The overall median 11-12-month salary for a master's-level position in direct health services with a degree in counseling was $40,000.

School. There were one hundred and forty-four respondents in this category. Fully three fourths of these respondents were in elementary and secondary school settings while another 7% could be found in other educational settings. Less than 5% were in independent practice settings. Almost eight percent were in clinic, HMO or specialized health service settings and approximately 4% were working in other settings outside academia or health service, such as government, business and industry, military and the criminal justice system.

The overall median 11-12-month salary for individuals in this position was $56,000 in 1993.

Other Psychological Subfields. Two hundred and twenty-four individuals responded in this position and were in a field other than clinical, counseling and school. For the most part, respondents identified psychotherapy as their major subfield. Almost one third of the respondents were in individual or group practices, less than 4% were in university/college settings and approximately 4% were in elementary or secondary school settings. About 22% could be found in clinics, CMHCs and similar settings and 18% were located in other settings such as government, military or nonprofit associations.

The overall median 11-12-month salary for respondents in this category was $40,000.

Administration of Human Services

There were one hundred and seventy-four respondents in this position in 1993. More than half of the respondents (55%) were employed in community mental health centers, specialized health services, and other human service settings. Seventeen percent were scattered across a number of settings such as business and industry, criminal justice system, governments and nonprofit organizations. Hospitals claimed just over 18%, but private practices employed fewer than 2% of the respondents. Educational settings at all levels employed very few respondents (less than 7%).

The largest proportion of respondents reported clinical as their major field (30%). Nine percent reported counseling psychology while 6% claimed school psychology. Twelve percent of the respondents were in community psychology, and 5% were in rehabilitation psychology.

The overall 11-12-month median salary was $45,000 for master's-level respondents working as human service administrators.

Other Administrative Positions

There were 47 respondents who indicated that they were employed in this position. One fourth of the respondents were employed in business and industry, thirty-two percent were in local, state and federal government settings and just over one fifth were working in nonprofit organizations. In general, respondents in this position were employed outside the educational and health service provider settings.

Respondents provided a variety of answers to a question about their current major field. Twenty six percent identified themselves as industrial-organizational, almost 9% claimed clinical psychology, 6% each were educational, business or management or industrial relations. The remaining respondents are scattered across a number of subfields.

The overall 11-12-month median salary for those at the master's level in administrative positions was $56,000.

Applied Positions(Industrial-Organizational Psychology)

Fifty-seven respondents were located in applied psychology positions and were in industrial-organizational psychology. None of the respondents in this category was employed in educational settings at any level or in any of the service provider settings. Approximately one third were employed in business or industry and about thirty percent could be found in consulting firms. Research organizations claimed about 11% and just under 10% were employed in government. A little less than 9% were self employed and 5% were working in nonprofit organizations.

The overall 11-12-month median salary for master's-level respondents in applied (I/O) positions was $58,000.

Applied Positions (Other Psychological Subfields)

Only 25 respondents were identified in this position at the master's level. Twenty percent each were located in business/industry, were self employed, or worked in a government setting. At least twelve percent, each, could be found in consulting firms and other human service settings.

Six of the respondents were in one of the health service provider subfields, either clinical, counseling or school (24%). Two were in educational psychology and three respondents indicated in business or management. One each responded in general/methods and systems, experimental, community, cognitive, quantitative and mathematics, as well as other subfields.

The overall 11-12-month median salary at the master's-level was $47,000.

FIGURE 14.A
Faculty Positions, Master's Level

9-10-Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other faculty position
$70,000 or more	1			1	
$60,000 to 69,000	4	1			
$59,000					
58,000					
57,000		1			
56,000	3				
55,000	2				
$54,000	2				
53,000	2				
52,000	1				
51,000		1			
50,000	3		1		
$49,000	1				
48,000					
47,000					
46,000	1	3			
45,000	2		1		
$44,000	1				
43,000		1			
42,000		1			
41,000					
40,000	1	2			
$39,000		1			
38,000		2	1		
37,000		2		1	
36,000	2			1	
35,000		1			
$34,000		2	1		
33,000		3	1		
32,000					
31,000	1		1		
30,000		2	2		
$29,000				4	
28,000			1	2	
27,000			3	1	
26,000	1			1	
25,000		1	1		
$24,000		1	1		
23,000					
22,000			1	1	
21,000					
20,000		1			
N	28	26	15	12	1
90%	65,000	51,000	45,000	37,000	
75	56,000	43,000	34,000	32,500	
Median	52,500	37,500	30,000	29,000	
25	45,000	33,000	27,000	27,500	
10	36,000	25,000	24,000	26,000	
Mean	50,607	38,154	31,400	32,500	
SD	10,556	9,456	7,753	12,472	
	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other faculty position

TABLE 14.A
Faculty Positions
Master's-Level, 9-10-Month Salaries for Selected Settings: 1993

Setting and Rank	Median	q1	q3	Mean	SD	N
2-Yr College						
Full professor	53,000	45,500	56,000	50,500	10,034	20
Associate professor	38,500	35,000	42,000	39,600	9,383	10

FIGURE 14.B
Educational Administration--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$90,000 or more							2	
$80,000 to 89,000							1	
$70,000 to 79,000					1		1	1
$69,000								
68,000								
67,000								
66,000							1	
65,000								
$64,000								
63,000								1
62,000								
61,000						1		
60,000							1	
$59,000				1				
58,000								
57,000						1		
56,000								
55,000								
$54,000								
53,000						1		
52,000					1			
51,000								
50,000						1		1
$49,000								
48,000					1	1		
47,000								
46,000								
45,000					1	1	1	
$44,000								
43,000								
42,000								
41,000								
40,000								
$39,000					1			
38,000			1					
37,000								
36,000			1					
N	0	0	2	1	5	6	7	3
90%								
75								
Median								
25								
10								
Mean								
SD								
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

FIGURE 14.C
Research Positions--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30+ years
$70,000 to 79,000							1	1
$69,000								
68,000								
67,000								
66,000								
65,000								
$64,000								
63,000								
62,000					1			1
61,000								
60,000				1				
$59,000								
58,000								
57,000		1	1					
56,000								
55,000			1					
$54,000					1			
53,000			1					
52,000								1
51,000								
50,000		1					2	
$49,000								
48,000								
47,000								
46,000								
45,000			1					
$44,000								
43,000								1
42,000								
41,000			1					
40,000			1		1			
$39,000		1						
38,000			1					
37,000								
36,000			1					
35,000	1	1						
34,000				1				
33,000						1		
32,000								
31,000								
30,000		1						
$29,000								
28,000			1					
27,000								
26,000			1					
25,000								
$24,000								
23,000								
22,000								
21,000								
or less		1	1					
N	1	6	11	2	3	1	3	4

90%	55,000
75	53,000
Median	40,000
25	28,000
10	26,000
Mean	39,909
SD	12,120

11-12-Month Salary | 0 - 1 year | 2 - 4 years | 5 - 9 years | 10 - 14 years | 15 - 19 years | 20 - 24 years | 25 - 29 years | 30 + years

FIGURE 14.D
Administration of Research--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$100,000 or more					1	2	1	
$90,000 to 99,000								1
$80,000 to 89,000						1		1
$70,000 to 79,000					1			
$69,000								
68,000								
67,000					1			
66,000								
65,000								
$64,000								
63,000								
62,000								
61,000							1	
60,000								
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000							1	1
52,000								
51,000								
50,000								
$49,000								
48,000								
47,000								
46,000								
45,000								
$44,000				1				
43,000								
42,000		1						
41,000								
40,000								
$39,000								
38,000								
37,000			1					
36,000								
35,000			1					
$34,000								
33,000								
32,000								
31,000								
30,000								
$29,000								
28,000								
27,000								
26,000								
25,000								
$24,000								
23,000								
22,000								
21,000			1					
N		1	3	1	3	3	3	3
90%								
75								
Median								
25								
10								
Mean								
SD								

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

FIGURE 14.E

Human Service Positions--Clinical Psychology--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$100,000 or more					1	4	2	
$90,000 to 99,000			1	2		1		1
$80,000 to 89,000		1		2		1		1
$70,000 to 79,000			2	2	1	2	3	1
$69,000								
68,000				1				
67,000								
66,000								
65,000			1		2	1	1	
$64,000			1				1	
63,000				1	1			
62,000					1			1
61,000								1
60,000				1	2	1	1	2
$59,000				1				
58,000			1					
57,000							1	
56,000						1	1	
55,000						1	1	
$54,000					1	3	1	
53,000								
52,000				3	1			
51,000				1				
50,000		1	2	3		2	2	1
$49,000				1		2		
48,000			1		2			
47,000				1	1			
46,000					2	3	1	
45,000			1	1	4	1		3
$44,000		1			1	1	1	
43,000				2		1	2	
42,000					3	2	5	1
41,000					3	1	1	
40,000		1	3	8	6	2	1	2
$39,000			2	1	2	1		
38,000				3		1	1	
37,000			1	1	2			
36,000				1				
35,000			7	3	2	1	1	
$34,000				1	1			
33,000			2	1				
32,000		1	3	3	2	1	1	1
31,000		1	1		1			
30,000		1	3	2	3	2		1
$29,000					1			
28,000		3	1		3			
27,000			3	1				
26,000	1			1				
25,000		2		1	1	1		
$24,000		1	1					
23,000		1		1		1		
22,000		1	2					
21,000 or less	2	1		2		1		1
N	3	16	39	52	50	39	28	17
90%		50,000	65,000	75,000	62,500	100,000	76,000	83,000
75		36,000	45,000	51,500	47,000	60,000	62,000	61,000
Median		28,000	35,000	40,000	41,000	46,000	48,000	45,000
25		24,500	30,000	34,500	35,000	40,000	42,000	40,000
10		22,000	27,000	27,000	29,500	30,000	38,000	30,000
Mean		33,125	39,923	44,981	44,460	54,051	56,071	52,059
SD		14,957	15,436	17,865	17,732	25,378	25,608	19,518
11-12 Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 14.E
Direct Human Service Positions: Clinical Psychology
Master's-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
Individual Private Practice						
10 - 14 years	64,000	45,000	81,000	61,750	21,579	12
15 - 19 years	54,000	29,500	64,000	54,438	28,100	16
20 - 24 years	58,000	46,500	87,500	65,750	24,776	12

FIGURE 14.F

Human Service Positions--Counseling Psychology--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$80,000 or more			1	2	1	4		
$70,000 to 79,000					2	1		
$69,000								
68,000								
67,000								
66,000								
65,000					1			
$64,000								
63,000								
62,000								
61,000						2		
60,000		1	1					
$59,000					1		1	
58,000								
57,000								
56,000								1
55,000			1		2			
$54,000					1			1
53,000								
52,000				1				
51,000			1					
50,000				1	2	2		1
$49,000								
48,000			1	2				
47,000								
46,000		1	1		3			
45,000			1		1			
$44,000					1			
43,000					1	1		
42,000				1				
41,000			2	1				
40,000		1		1			1	
$39,000		1						
38,000			2	2		1		
37,000				1	2			
36,000			1	1		1		
35,000		2	2	1	1			
$34,000			1	1				
33,000	1						1	
32,000			1					
31,000		1	1					
30,000			1			3	1	1
$29,000		1	1	1				
28,000								
27,000		2						
26,000		2						
25,000			1					
$24,000			2			1		
23,000			1					
22,000					1			
21,000 or less		2	1					
N	1	14	24	16	20	16	4	4
90%		46,000	55,000	87,000	76,000	100,000		
75		39,000	45,500	49,000	57,000	75,000		
Median		30,000	35,500	40,500	48,000	50,000		
25		26,000	29,500	36,500	43,500	33,000		
10		20,000	24,000	34,000	36,000	30,000		
Mean		32,857	38,542	59,375	51,200	56,375		
SD		10,904	15,251	64,197	15,028	26,805		
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

FIGURE 14.G

Human Service Positions--School Psychology--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$90,000 or more				2	1	3		2
$80,000 to 89,000			1		1	3	2	2
$70,000 to 79,000				3	8	5	2	2
$69,000								1
68,000							1	
67,000				1	1		2	
66,000					2	2		
65,000				1	1	1	1	
$64,000			1				1	1
63,000					1		1	
62,000						1	1	
61,000			1	1		2	3	
60,000					1	1		
$59,000								
58,000								
57,000			1	1		2		
56,000			1			1	1	
55,000		1		2	3	1	1	
$54,000			1	1	2			1
53,000				1		1		
52,000					2			1
51,000					1	2		1
50,000				1		1	1	
$49,000			1	2	2	1		
48,000				1				
47,000				1				
46,000			1	1				
45,000			1	1	1		2	
$44,000			1	1				
43,000					1	1		
42,000					1			
41,000					1			
40,000			3		1			1
$39,000			1				1	
38,000			1	1				
37,000	1	1				2		1
36,000								1
35,000								
34,000				1				
33,000		1				1	1	
32,000		1						
31,000								
30,000						1		
$29,000								
28,000								
27,000					1			
26,000								
25,000								
$24,000								
23,000					1			
22,000								
21,000 or less				1				
N	1	4	15	24	33	32	21	14
90%			64,000	75,000	75,000	86,000	70,000	95,000
75			57,000	66,000	70,000	77,000	67,000	80,000
Median			46,000	53,500	55,000	61,000	62,000	66,500
25			40,000	46,500	49,000	51,000	55,000	51,000
10			39,000	38,000	41,000	37,000	45,000	37,000
Mean			50,467	55,750	59,121	62,594	60,429	64,857
SD			12,575	17,208	17,113	17,324	12,832	20,636
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 14.G
Direct Human Service Positions: School Psychology
Master's-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
Elementary/Secondary School						
10 - 14 years	63,000	49,000	70,000	62,083	13,460	12
15 - 19 years	60,000	52,000	71,000	62,400	13,125	15
20 - 24 years	79,000	61,000	86,000	73,182	14,400	11
25 - 29 years	63,000	50,000	70,000	62,000	16,062	10
School System District Office						
20 - 24 years	61,000	56,000	72,000	63,417	14,975	12

FIGURE 14.H

Human Service Positions--Other Psychology--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$100,000 or more			1	2	1	1		1
$90,000 to 99,000				2	3			
$80,000 to 89,000					4		1	
$70,000 to 79,000			1	2	1	3	1	
$69,000								
68,000								
67,000			1					
66,000								
65,000					1			
$64,000			1			1		
63,000			1					
62,000						1		
61,000				1			1	
60,000		1	1		2	3	2	1
$59,000								
58,000					1			
57,000								
56,000						2		
55,000			1		2	2		
$54,000				1			1	
53,000			2		1			
52,000					1			
51,000				3		3	1	
50,000		1	1	1		6	2	1
$49,000				1				
48,000			1	1	1			
47,000								
46,000					1	1	1	
45,000				2	2	1		
$44,000					1			
43,000		1	1	1	1	1	3	
42,000		1	1	1	2	1		
41,000			1	1	1	1		
40,000		1	4	2	3	3		1
$39,000								
38,000	1			1	4	1		
37,000		1	2	1				1
36,000					2			
35,000		1		4	2	2		
$34,000	1	1	4	1	1			
33,000			2	2		1		
32,000			4	4		1	1	
31,000			3	1				
30,000	2		4	5	2	1	3	
$29,000		1						
28,000		1	1	1		1		
27,000		2	2	1				
26,000	2		3	1				
25,000	1		1	1	1			1
$24,000			1	1		1		
23,000	1			1				
22,000			1					
21,000 or less	1	2	2	1	2	1	1	
N	9	14	48	47	43	39	18	6
90%		50,000	63,000	75,000	88,000	70,000	70,000	
75		42,000	42,500	50,000	60,000	56,000	60,000	
Median		34,500	33,500	35,000	44,000	50,000	48,000	
25		27,000	30,000	30,000	38,000	40,000	32,000	
10		20,000	25,000	26,000	30,000	30,000	30,000	
Mean		34,857	38,500	44,255	52,930	52,231	47,444	
SD		11,740	15,728	23,188	26,556	30,905	16,607	
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 14.H
Direct Human Service Positions: Other Psychology
Master's-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
Individual Private Practice						
15 - 19 years	70,000	42,000	90,000	71,857	35,246	14

FIGURE 14.I

Administration of Human Services--Master's Level

11-12 Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$90,000 or more				1	1	1		2
$80,000 to 89,000						3	1	1
$70,000 to 79,000			1		2	2	1	
$69,000								
68,000				1				
67,000						1		
66,000								1
65,000					1		1	
$64,000					1			1
63,000				2	1	1	1	
62,000			1	1		1		
61,000					2	1		
60,000					1	2	1	1
$59,000					1		1	
58,000							2	
57,000				1		1		
56,000			1		1	1		
55,000			1			3		
$54,000					1	1		1
53,000			1					
52,000					3	1	2	
51,000				1		1	1	1
50,000				2		4		
$49,000						4	2	
48,000			1	1		3		
47,000				1		1		
46,000							1	
45,000			1	2	3	1		
$44,000			1	3	1	1	1	
43,000			1		2	1		
42,000				1	2	2		
41,000				3	2			
40,000		1		2	1	1	2	
$39,000								
38,000	1	2	1		4	1	1	
37,000				3				
36,000			2	1	1			
35,000		1		1	1			
$34,000		1	2		1			
33,000		1		3		1		
32,000		1	3					
31,000			1					
30,000		2	1	1	1	1		
29,000			1	1	1	1		
28,000			1	1				
27,000								
26,000				1				
25,000			1					
$24,000			1				1	
23,000			1					
21,000		1	1					
N	1	10	25	34	35	42	19	8
90%		39,000	56,000	63,000	65,000	71,000	76,000	
75		38,000	45,000	50,000	60,000	60,000	60,000	
Median		33,500	34,000	41,500	45,000	50,000	52,000	
25		30,000	30,000	36,000	38,000	47,000	44,000	
10		25,500	24,000	30,000	35,000	40,000	38,000	
Mean		33,100	38,800	44,706	50,343	53,929	52,895	
SD		5,446	13,859	14,331	17,743	14,124	13,466	
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 14.1
Administration of Human Services
Master's-Level, 11-12-month Salaries for Selected Settings: 1993

Setting and Experience	Median	q1	q3	Mean	SD	N
CMHC						
20 - 24 years	47,000	38,000	54,000	45,308	10,299	13

FIGURE 14.J

Applied Psychology--Industrial/Organizational--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$125,000 or more							1	1
$100,000 to 124,000					1			1
$90,000 to 99,000				2		1		
$80,000 to 89,000							2	
$70,000 to 79,000				1		3	1	2
$69,000								
68,000								
67,000								
66,000								
65,000							1	1
$64,000								
63,000								
62,000					2			
61,000								
60,000					1		1	2
$59,000							1	
58,000			1	1		1	2	
57,000				1		1		
56,000								
55,000			1	1	1			
$54,000				1				
53,000				1			1	
52,000			1					
51,000								
50,000		1						
$49,000					1			
48,000			2					
47,000		1	1					
46,000		1	1					
45,000						1		
$44,000		1	1					
43,000								
42,000						1		
41,000								
40,000			1					
$39,000			1					
38,000		1	1					
37,000			1					
36,000								
35,000								
$34,000								
33,000								
32,000								
31,000								
30,000						1		
N	0	5	12	8	6	9	10	7
90%			55,000				195,000	
75			50,000				80,000	
Median			46,500				62,500	
25			39,500				58,000	
10			38,000				55,500	
Mean			46,000				89,800	
SD			6,769				76,360	
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

FIGURE 14.K

Applied Psychology--Other Subfields--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$90,000 to 99,000								1
$80,000 to 89,000				1				2
$70,000 to 79,000				1	1			1
$69,000								
68,000								
67,000								
66,000								
65,000								
$64,000								
63,000								
62,000								
61,000			1					
60,000							1	1
$59,000								
58,000								
57,000				1				
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000								
$49,000								
48,000								1
47,000							1	
46,000								
45,000				1	1	1		
$44,000								
43,000						1		
42,000		1	1					
41,000								
40,000								
$39,000								
38,000			2					
37,000								
36,000								
35,000								
$34,000							1	
33,000		1						
32,000								
31,000								
30,000								
$29,000								
28,000								
27,000								
26,000								
25,000								
$24,000								
23,000								
22,000								
21,000				1				
or less				1		1		
N		2	4	5	2	3	3	6
90%								
75								
Median								
25								
10								
Mean								
SD								

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

FIGURE 14.L

Administration of Applied Psychology--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$175,000 or more						1		
$150,000 to 174,000							1	
$125,000 to 149,000								1
$100,000 to 124,000						1	1	
$90,000 to 99,000								
$80,000 to 89,000				1	1			1
$70,000 to 79,000						1		
$69,000 68,000 67,000 66,000 65,000				1				
$64,000 63,000 62,000 61,000 60,000					1	1	1	
$59,000 58,000 57,000 56,000 55,000				1		1		
$54,000 53,000 52,000 51,000 50,000			1	1	1		1	
$49,000 48,000 47,000 46,000 45,000						1		
$44,000 43,000 42,000 41,000 40,000				1 1				
N	0	0	1	6	3	6	4	2
90%								
75								
Median								
25								
10								
Mean								
SD								
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

FIGURE 14.M
Other Administrative Positions--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$125,000 or more					1	1	1	1
$100,000 to 124,000								3
$90,000 to 99,000						1		
$80,000 to 89,000							1	
$70,000 to 79,000					1	4	1	2
$69,000								1
68,000								
67,000				1	1			
66,000								
65,000								1
$64,000								
63,000								
62,000				1				
61,000								
60,000					1			
$59,000								
58,000								
57,000								
56,000			1					
55,000								
$54,000								
53,000								
52,000				2		1		
51,000								
50,000				1	1			
$49,000								
48,000								
47,000								1
46,000						1		
45,000								
$44,000								
43,000			1					
42,000								
41,000	1		1					
40,000				1	1			
$39,000							1	
38,000							1	
37,000								
36,000								
35,000		1	2					1
$34,000								
33,000								
32,000								1
31,000						1		
30,000	1							
$29,000								
28,000								
27,000			1					
26,000								
25,000								
$24,000								
23,000					1			
N	2	1	6	6	7	9	5	11
90%								115,000
75								111,000
Median								72,000
25								47,000
10								35,000
Mean								89,545
SD								60,673
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

15. SALARIES BY SEX, RACE AND YEARS OF WORK EXPERIENCE

This next section presents salaries analyzed by gender, race/ethnicity and years of experience. Where possible (given sufficient Ns) the data also have been analyzed by type of position.

Table 15.A. presents data on the salaries of doctoral-level personnel by years of work experience and gender. In general, the median salaries of men are substantially higher than those reported by women. However, the salary differences are smaller for men and women with only 2-4 years of work experience, and are actually reversed, with women's salaries slightly exceeding men's, for those with 0-1 year of experience. We have observed these smaller differences among "newer" psychologists in other survey results and speculate that they may be due to efforts to render salaries paid to women and men more equitable.

Table 15.B. contains data on the salaries of doctoral-level respondents by sex, years of experience and employment position. As is obvious, some of the categories have been left blank because there are too few responses on which to base summary statistics. With few exceptions, the salaries of men are greater than those reported by women.

Table 15.C. reports salaries by years of experience and race/ethnicity. Differences among the median salaries do exist although they may not be substantive. As was the case in 1991, the one minority group whose median salaries were most often lower than those reported by any other group was comprised of black psychologists.

Table 15.D. displays data on the salaries of respondents across all settings by years of experience and minority status. The median salaries of minority and white psychologists do not differ greatly, but where differences do exist, they are in the expected direction. The two sets of salaries are more equitable among those with 2-4 years and 5-9 years of experience. At ten years and above, we find greater differences between the white and minority salaries such that the mean salaries reported by minorities are lower and the associated ranges are narrower, indicating that the salary distributions for minority psychologists may be skewed to the lower end of the scale to a greater degree than would be the case for white psychologists.

TABLE 15.A
Full-time Salaries of Doctoral-level Respondents Across All Settings by Years of Work Experience and Gender: 1993

Years of Work Experience	Men	Women	Total
0 - 1 year			
Median Salary	38,000	39,000	39,000
Mean Salary	39,313	39,920	39,683
Standard Deviation	8,324	10,412	9,546
N	16	25	41
2 - 4 years			
Median Salary	43,000	42,000	43,000
Mean Salary	46,491	44,013	45,139
Standard Deviation	16,546	12,293	14,427
N	385	462	847
5 - 9 years			
Median Salary	52,000	47,000	50,000
Mean Salary	57,662	49,480	53,971
Standard Deviation	23,007	15,162	20,261
N	702	577	1279
10 - 14 years			
Median Salary	60,000	53,000	57,000
Mean Salary	66,883	57,303	63,080
Standard Deviation	33,030	24,116	30,168
N	758	499	1257
15 - 19 years			
Median Salary	65,000	60,000	63,000
Mean Salary	73,742	63,874	70,671
Standard Deviation	35,818	26,506	33,505
N	1038	469	1507
20 - 24 years			
Median Salary	68,000	61,000	67,000
Mean Salary	79,236	69,692	76,763
Standard Deviation	42,294	32,724	40,245
N	1541	539	2080
25 - 29 years			
Median Salary	71,000	64,500	70,000
Mean Salary	78,191	68,182	76,187
Standard Deviation	36,863	20,938	34,498
N	855	214	1069
30 or more years			
Median Salary	75,000	66,000	75,000
Mean Salary	83,218	73,605	81,541
Standard Deviation	38,225	31,774	37,342
N	719	152	871

Source: 1993 APA Salary Survey. Compiled by Office of Demographic, Employment, and Educational Research, APA Education Directorate.

TABLE 15.B
Doctoral-level Salaries in Selected Full-time Employment Positions by Gender and Years of Work Experience: 1993

Position Type and Gender	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
Educational Administration							
Men							
N	0	2	14	29	52	37	30
Median			62,500	73,000	72,000	78,000	92,000
Mean			65,000	76,966	77,058	82,216	94,300
SD			9,954	25,997	28,124	23,866	29,606
Women							
N	0	3	8	19	22	12	14
Median				74,000	76,000	77,500	66,500
Mean				71,895	82,545	73,917	77,286
SD				14,825	26,249	14,761	24,107
Research Positions							
Men							
N	18	35	26	24	30	19	29
Median	41,000	51,000	60,500	67,500	65,000	70,000	80,000
Mean	40,667	51,657	59,423	71,167	70,067	75,895	81,345
SD	7,723	15,658	15,824	21,270	19,511	30,742	22,812
Women							
N	23	29	22	15	10	3	2
Median	36,000	46,000	52,500	60,000	60,500		
Mean	36,913	46,724	55,682	57,800	57,400		
SD	6,848	11,850	16,176	11,040	12,607		
Research Administration							
Men							
N	2	9	16	18	25	20	23
Median			63,500	81,500	84,000	95,000	88,000
Mean			73,438	89,222	79,600	93,300	108,435
SD			25,158	38,556	22,993	17,936	63,656
Women							
N	3	10	12	8	10	6	2
Median		51,000	46,000		85,500		
Mean		53,100	51,333		81,600		
SD		13,228	12,265		22,237		

(continued)

TABLE 15.B (continued)
Doctoral-level Salaries in Selected Full-time Employment Positions
by Gender and Years of Work Experience: 1993

	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 +
Direct Human Services:							
Clinical Psychology							
Men							
N	139	190	178	273	431	198	179
Median	44,000	52,000	60,000	66,000	72,000	71,500	66,000
Mean	46,777	60,632	67,820	77,934	85,381	79,793	78,291
SD	15,892	26,997	28,877	34,634	47,052	37,486	42,170
Women							
N	171	158	91	81	133	63	43
Median	46,000	49,500	55,000	64,000	65,000	60,000	63,000
Mean	46,614	52,082	60,923	69,691	71,744	66,460	82,000
SD	12,729	16,886	27,775	37,324	42,603	27,329	47,132
Counseling psychology							
Men							
N	24	68	39	73	93	49	13
Median	40,000	50,000	61,000	60,000	65,000	57,000	60,000
Mean	44,958	55,691	75,359	68,589	74,484	61,163	80,615
SD	16,409	23,433	38,854	29,104	34,952	24,836	46,523
Women							
N	39	65	32	21	18	9	4
Median	38,000	41,000	46,000	50,000	56,000		
Mean	39,795	43,308	50,219	57,524	67,444		
SD	13,788	11,976	21,417	25,539	31,420		
School psychology							
Men							
N	3	9	26	33	35	12	13
Median			57,000	65,000	67,000	67,000	71,000
Mean			59,615	66,273	67,400	68,833	73,385
SD			16,838	17,947	17,246	17,699	10,145
Women							
N	6	19	16	15	10	7	3
Median		54,000	57,500	63,000	62,000		
Mean		55,947	54,875	64,800	66,300		
SD		17,067	13,058	14,742	15,585		
Other psychology							
Men							
N	10	40	40	45	73	28	8
Median	48,500	54,000	57,000	66,000	65,000	61,000	
Mean	51,000	61,400	65,100	82,000	78,959	74,107	
SD	14,591	26,932	28,960	60,336	44,131	37,250	
Women							
N	18	25	28	27	29	8	7
Median	45,500	48,000	52,000	50,000	52,000		
Mean	49,667	47,880	61,464	57,963	62,517		
SD	14,888	14,093	26,069	24,992	32,115		

(continued)

TABLE 15.B (continued)
Doctoral-level Salaries in Selected Full-time Employment Positions
by Gender and Years of Work Experience: 1993

	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 +
Administration of Human Services							
Men							
N	30	121	138	171	193	105	53
Median	45,500	53,000	57,500	58,000	65,000	64,000	67,000
Mean	51,667	56,240	63,558	62,626	70,896	68,248	72,283
SD	27,265	15,251	28,426	26,799	28,015	16,422	29,713
Women							
N	38	70	73	54	49	15	9
Median	44,500	45,000	56,000	59,500	63,000	63,000	
Mean	44,972	47,329	57,301	57,315	67,510	62,667	
SD	8,869	12,480	18,648	13,808	20,814	14,445	
Other Administative Position							
Men							
N	2	5	18	33	39	24	21
Median			71,000	77,000	80,000	81,500	100,000
Mean			82,111	94,909	103,051	82,625	105,762
SD			35,019	61,098	81,253	27,143	63,131
Women							
N	1	10	11	17	17	3	5
Median		62,500	61,000	74,000	68,000		
Mean		69,900	64,545	97,176	72,706		
SD		21,388	22,752	64,147	23,560		

Source: 1993 APA Salary Survey. Compiled by Office of Demographic, Employment, and Educational Research, APA Education Directorate.

TABLE 15.C
Full-time Salaries of Doctoral-level Respondents Across All Settings by Years of Work Experience and Race/ethnicity: 1993

Years of Experience	Race/ethnicity				Total
	White	Black	Hispanic	Asian	
2 - 4 years					
Median	42,000	41,000	44,000	41,500	42,500
Mean	45,169	40,571	47,893	41,800	45,224
SD	14,012	8,026	14,743	11,441	14,482
N	758	14	28	20	822
5 - 9 years					
Median	50,000	50,000	51,000	54,000	50,000
Mean	54,153	53,267	51,523	54,586	54,068
SD	20,672	14,936	17,125	15,862	20,329
N	1137	30	44	29	1241
10 - 14 years					
Median	57,000	54,000	56,500	59,000	57,000
Mean	63,068	56,778	60,694	59,478	62,703
SD	28,131	16,134	18,930	20,391	27,486
N	1107	36	36	23	1209
15 - 19 years					
Median	63,000	60,000	60,000		63,000
Mean	70,645	64,343	69,478		70,469
SD	33,763	26,165	26,056		33,491
N	1389	35	23	7	1456
20 - 24 years					
Median	66,000	60,000	66,500	65,000	66,000
Mean	77,092	67,500	70,333	70,870	76,822
SD	41,209	29,911	25,545	25,019	40,684
N	1892	22	42	23	1987
25 - 29 years					
Median	70,000	64,000		66,000	70,000
Mean	75,991	73,200		74,923	75,892
SD	34,997	32,468		26,320	34,732
N	988	10	8	13	1023
30 +					
Median	74,000	85,000			75,000
Mean	81,577	98,800			81,823
SD	37,297	65,043			37,710
N	809	10	5	8	834

Source: 1993 APA Salary Survey. Compiled by Office of Demographic, Employment, and Educational Research, APA Education Directorate.

Note. Salary data are not provided when the number of respondents is less than 10. Statistics for Native Americans are not reported, given that the Ns are insufficient for analysis, but they are included in the Totals.

TABLE 15.D
Full-time Salaries of Doctoral-level Respondents Across All Settings by Years of Work Experience and Minority Status: 1993

Work Experience and Minority Status	Median	Mean	SD	N
2 - 4 years				
White	42,000	45,169	14,012	758
Minority	43,000	45,875	19,330	64
Total	42,500	45,224	14,482	822
5 - 9 years				
White	50,000	54,153	20,672	1137
Minority	51,000	53,135	16,167	104
Total	50,000	54,068	20,329	1241
10 - 14 years				
White	57,000	63,068	28,131	1107
Minority	55,500	58,745	18,775	102
Total	57,000	62,703	27,486	1209
15 - 19 years				
White	63,000	70,645	33,763	1389
Minority	60,000	66,821	27,199	67
Total	63,000	70,469	33,491	1456
20 - 24 years				
White	66,000	77,092	41,209	1892
Minority	65,000	71,432	27,889	95
Total	66,000	76,822	40,684	1987
25 - 29 years				
White	70,000	75,991	34,997	988
Minority	70,000	73,114	26,397	35
Total	70,000	75,892	34,732	1023
30 +				
White	74,000	81,577	37,297	809
Minority	80,000	89,760	49,575	25
Total	75,000	81,823	37,710	834

Source: 1993 APA Salary Survey. Compiled by Office of Demographic, Employment, and Educational Research, APA Education Directorate.

Note. Totals include individuals whose race/ethnicity is not specified.

16. DOCTORAL-LEVEL SALARIES FOR SELECTED POSITIONS, REGIONS AND CITIES

The previous sections have presented national data on the salaries/net incomes of doctoral-level and master's-level respondents who report full-time employment in a variety of settings.

Table 16.A in this section presents data on median salaries and median years since the doctorate by geographic region and position. All full-time doctoral-level respondents were coded into regions on the basis of zipcode. Numbers are less than the totals for each region because respondents may be missing data on salary, position or employment setting.

The category of "independent practice" includes doctoral-level psychologists who are involved in private and group or medical psychological group practices. Faculty positions in university settings include doctoral-level faculty who identify their primary employment setting as psychology departments, education departments, business departments or schools, or other academic units located in universities. "Faculty in other settings" includes information on faculty in other academic settings such as research centers and four- and two-year colleges.

The figures in this table should not be applied to an individual salary or setting but should be used only in making very general comparisons among the different regions and positions. This is because the median salaries may be affected by factors such as gender, year of degree, years of experience, employment setting, field of degree and cost of living in a specific area. To illustrate one of these factors, years of experience has been provided for each category and region.

Table 16.B presents data on the median salaries of doctoral-level faculty in university settings and for doctoral-level psychologists involved in the delivery of direct services in independent practice settings adjusted for the actual cost of living in selected cities. Inclusion of a city in this table hinged on its inclusion in the ACCRA report described below and a sufficient number of responses from that city. Both adjusted median salary and actual salary are reported, as is the size of the group on which the salary is based. Cost of living index information is from the American Chamber of Commerce Researcher's Association's Inter-City Cost of Living Index for 298 urban areas from the second quarter of 1993, the period during which the survey was mailed to a sample of APA members. This index measures and reports prices for consumer goods and services for cities which supply this information.

Table 16.A
1993 Median Salaries and Median Years Since the Doctoral Degree for Psychologists by Region and Position

Region	Positions						
	Independent Practice	Direct Service Other Settings	Faculty in Universities	Faculty Other Settings	Educational Administration	Research	Research Administration
New England							
Median Salary:	60,000	60,000	53,000	46,000	68,500	52,000	70,500
Median Years:	18	17	18	15	27	11	15
N:	264	277	95	106	14	29	18
Middle Atlantic							
Median Salary:	60,000	59,500	57,000	50,000	74,000	55,500	80,000
Median Years:	18	17	21	20	23	12	22
N:	608	628	273	253	59	68	35
East North Central							
Median Salary:	59,000	56,500	51,000	50,000	75,000	55,000	63,500
Median Years:	18	18	20	19	23	16	14
N:	503	506	302	157	31	23	16
West North Central							
Median Salary:	57,000	55,000	50,000	43,000	74,000	50,000	*
Median Years:	18	18	20	17	24	9	*
N:	247	238	144	61	23	12	3
South Atlantic							
Median Salary:	57,000	56,000	51,500	43,000	71,500	58,000	76,000
Median Years:	17	16	21	17	23	15	23
N:	535	522	262	172	42	69	57
East South Central							
Median Salary:	57,000	53,500	46,000	39,000	72,000	*	*
Median Years:	17	17	20	19	21	*	*
N:	143	142	91	39	10	2	1
West South Central							
Median Salary:	61,000	60,000	46,000	41,000	73,000	54,500	*
Median Years:	18	17	20	15	23	16	*
N:	234	229	121	81	11	11	6
Mountain							
Median Salary:	55,000	55,000	48,500	46,000	75,000	*	*
Median Years:	18	18	21	21	24	*	*
N:	240	235	88	25	15	8	2
Pacific							
Median Salary:	60,000	60,000	59,000	45,000	74,500	58,000	86,000
Median Years:	18	18	21	18	21	15	19
N:	531	526	206	125	36	61	25

(continued)

Table 16.A (continued)
1993 Median Salaries and Median Years Since the Doctoral Degree for Psychologists by Region and Position

Region	Positions					
	Service Administration	Applied I/O Psychology	Applied Other	Administration of Applied	Other Administration	Other Positions
New England						
Median Salary:	56,500	75,000	89,500	73,500	58,500	*
Median Years:	16	17	19	19	20	*
N:	98	17	20	12	10	5
Middle Atlantic						
Median Salary:	62,000	89,000	77,000	90,000	78,000	64,500
Median Years:	17	16	18	20	21	23
N:	221	31	28	31	38	12
East North Central						
Median Salary:	57,000	80,000	57,000	87,500	80,000	61,000
Median Years:	17	18	19	19	19	19
N:	197	33	16	24	21	18
West North Central						
Median Salary:	59,500	93,000	*	*	92,500	*
Median Years:	17	20	*	*	19	*
N:	68	14	9	8	12	1
South Atlantic						
Median Salary:	57,000	70,000	69,000	85,000	73,000	75,000
Median Years:	17	19	20	21	18	21
N:	204	41	37	25	78	13
East South Central						
Median Salary:	55,000	*	*	*	*	*
Median Years:	16	*	*	*	*	*
N:	51	5	4	4	3	4
West South Central						
Median Salary:	53,000	76,000	*	*	*	*
Median Years:	14	14	*	*	*	*
N:	70	20	7	7	9	4
Mountain						
Median Salary:	55,500	*	*	*	*	115,000
Median Years:	16	*	*	*	*	12
N:	66	5	8	1	8	10
Pacific						
Median Salary:	60,500	80,000	76,000	85,000	70,000	80,000
Median Years:	17	18	18	20	20	25
N:	134	29	17	20	25	10

Source: 1993 Salaries in Psychology. Office of Demographic, Employment and Educational Research, APA.
Note. Faculty salaries are for 9-10 month period. All others are reported for 11-12 month periods.
*Insufficient numbers of respondents.

Table 16.B

1993 Median Salaries Adjusted For Cost of Living in Selected Metropolitan Areas

Metropolitan Area	Cost of Living Index	Faculty			Independent Practice		
		Median Salary	Adjusted Salary	N Size	Median Salary	Adjusted Salary	N Size
Albany/Schenectady/Troy	111.4	50,500	45,332	26	*	*	5
Atlanta	99.6	50,000	50,201	29	67,000	67,269	16
Boston	136.8	51,000	37,281	49	100,000	73,099	22
Charlotte	101.6	48,000	47,244	11	90,000	88,583	11
Chicago	112.4	53,000	47,153	53	65,000	57,829	12
Cincinnati	105.1	49,000	46,622	141	73,500	69,933	70
Cleveland	111.5	55,000	49,327	18	65,000	58,296	16
Dallas/Ft.Worth	102.8	49,000	47,665	23	100,000	97,276	23
Harrisburg	106.6	49,000	45,966	15	*	*	8
Houston	97.6	41,000	42,008	41	80,000	81,967	18
Los Angeles	130.5	65,000	49,808	29	80,000	61,303	13
Minneapolis/St. Paul	106.6	59,000	55,347	39	61,000	57,223	26
Philadelphia	128.6	49,000	38,103	57	78,000	60,653	23
Phoenix	101.2	47,000	46,443	16	77,500	76,581	18
Portland	109.4	41,000	37,477	18	62,500	57,129	15
Raleigh-Durham	97.4	53,000	54,414	33	59,000	60,575	15
St. Louis	95.2	51,500	54,097	22	65,000	68,277	17
San Diego	130.9	57,000	43,545	20	75,000	57,296	28

Source: 1993 Salaries in Psychology (1994). American Psychological Association.

Note: Salaries for faculty are reported on a 9-10 month basis while those for independent practice are reported for an 11-12 month period. Conversion from a 9-10 month to 11-12 month period can be accomplished by multiplying by 11/9. Converting from 11-12 month salaries to 9-10 month salaries can be accomplished by multiplying by 9/11.

Adjusted salaries are the result of dividing the median salaries by the cost of living index.

*Insufficient numbers to generate median and adjusted salaries.

REFERENCES

ACCRA. (1993). Cost of living index, second quarter, 1993. (ISSN 0740-7130). Louisville, KY: ACCRA.

Kohout, J. & Wicherski, M. (1993). 1991 Doctorate employment survey. Washington, DC. American Psychological Association.

Wicherski, M. & Kohout, J. (1994). 1993-94 Faculty salaries in graduate departments of psychology. Washington, DC: American Psychological Association.

APPENDIX A

Instrument

RETURN AS SOON AS POSSIBLE

AMERICAN PSYCHOLOGICAL ASSOCIATION
1993 SALARY SURVEY

ALL RESPONSES ARE CONFIDENTIAL

MARKING DIRECTIONS

- Use only a soft black lead pencil (No. 2 is ideal).
- Make heavy black marks that fill the oval.
- Erase cleanly any answer you wish to change.
- Make no stray markings of any kind.

USE NO. 2 PENCIL ONLY

INCORRECT MARKS ✓ ● ◐ CORRECT MARK ●

1. Present Employment. Mark one only.

- ○ I am currently employed full time (i.e., **at least** 35 hours per week) in a **single** salaried position.
- ○ I am self-employed **at least** 35 hours per week (**not** individual private practice).
- ○ I am currently self-employed **at least** 32 hours per week in independent practice.
- ○ I am employed 35 or more hours per week but as a result of two or more part-time positions.
- ○ I am employed less than 35 hours per week in one or more positions.
- ○ I am either retired, am not employed, am a student or have a postdoctoral fellowship. → **(STOP. RETURN THE QUESTIONNAIRE IN THE ENCLOSED ENVELOPE.)**

NOTE
PRIMARY setting and position refer to the one in which you spend the MOST time.

2. Employment Setting. Please indicate your **PRIMARY** employment setting. **Mark one only.**

Educational Institutions and School Systems

University (not medical or professional school)

- ○ 01 Psychology department
- ○ 02 Education department
- ○ 03 Business school or department
- ○ 04 Other academic department or unit
- ○ 05 Management or administrative office
- ○ 06 Student counseling or services center
- ○ 07 Research center or institute
- ○ 09 Other university setting

Four-year College

- ○ 11 Psychology department
- ○ 12 Education department
- ○ 13 Business school or department
- ○ 14 Other academic department or unit
- ○ 15 Management or administrative office
- ○ 16 Student counseling or services center
- ○ 17 Research center or institute
- ○ 19 Other four-year college setting

- ○ 21 Two-year college
- ○ 22 Medical school, psychiatry department
- ○ 23 Medical school, other than psychiatry department
- ○ 24 Professional school of psychology, affiliated with a university
- ○ 28 Professional school of psychology, free-standing
- ○ 29 Professional school not listed above (e.g., law, nursing)
- ○ 25 Elementary or secondary school
- ○ 26 School system district office
- ○ 27 Other educational setting (e.g., vocational or special education)

Human Service Settings

- ○ 31 Public general hospital
- ○ 32 Private general hospital
- ○ 33 City/county/state psychiatric hospital
- ○ 34 Not for profit, private psychiatric hosp.
- ○ 36 For profit, private psychiatric hospital
- ○ 35 VA hospital
- ○ 37 Military hospital (e.g., Air Force)
- ○ 39 Preferred Provider Organization (PPO)
- ○ 70 Other managed care setting
- ○ 47 Counseling or guidance center (not university or college)
- ○ 44 Outpatient mental health clinic, free-standing
- ○ 45 Community mental health center or clinic (CMHC)
- ○ 38 Independent Practice Association (IPA)
- ○ 46 Health Maintenance Organization (HMO), excluding IPAs
- ○ 41 Individual private practice
- ○ 42 Group psychological practice
- ○ 43 Medical/psychological group practice
- ○ 40 Nursing home
- ○ 48 Specialized health service (e.g., substance abuse or mental retardation)
- ○ 49 Other human service setting not listed above

Other Employment Settings

- ○ 51 Self-employed (not private practice)
- ○ 52 Consulting firm
- ○ 53 Private research organization or lab
- ○ 54 Govt. research organization or lab
- ○ 55 Business or industry (excluding consulting firm or research organization)
- ○ 61 Criminal justice system
- ○ 62 Military service (not military hospital)
- ○ 63 Federal government agency (other than above settings)
- ○ 64 State government agency (other than above settings)
- ○ 65 Local government agency (other than above settings)
- ○ 66 Other non-profit organization
- ○ 39 Other non-educational or non-service setting not listed above

(continued in next column)

3. Type of position. Please select the **ONE** category that best describes the type of position you hold in your **PRIMARY** employment setting (as indicated in Question 2). You may be involved in several different types of work activities; however, your employment position can usually be described by **ONE** of the following categories.

Faculty Position. Includes teaching and/or research activities appropriate to your academic setting. If you are primarily employed in a faculty position (including being chair of a department), please indicate your academic rank.

- ○ Full Professor
- ○ Associate Professor
- ○ Assistant Professor
- ○ Lecturer/Instructor
- ○ Other Faculty Position

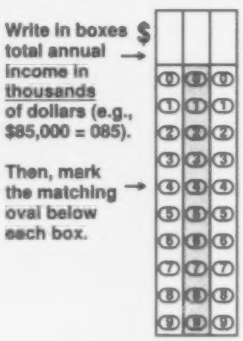
- ○ **Educational Administration.** Includes college or university administrative positions (such as provost or dean) although you also may have a faculty appointment. Does **not** include department chair. Also includes superintendent of school district or other administrative position related to education.
- ○ **Research.** Includes basic or applied research in any field. Includes non-faculty research positions, work in laboratory or research institute in government or private setting.
- ○ **Administration of Research.** Includes managing a research organization or program. Although you may be directly involved in research design, data collection and so forth, your primary responsibility is administering research activities, including the supervision of research personnel.
- ○ **Direct Human Services.** Includes direct clinical services, counseling or guidance, school psychological services, consultation, assessment.
- ○ **Administration of Human Services.** Includes managing a program of human services. Although you may be directly involved in delivering human services, your primary responsibility is administering human service activities, including supervising human service personnel.
- ○ **Applied Psychology.** Includes the practice of industrial/organizational psychology, personnel selection or assessment, systems or equipment design, organizational consultation, analysis or training.
- ○ **Administration of Applied Psychology.** Includes managing an applied psychology organization or program, such as the management of a consulting firm specializing in industrial/organizational psychology. Although you may be directly involved in applied psychology activities, your primary responsibility is administering the program, including supervising personnel.
- ○ **Other Administrative Position.** Includes management or administration in a business, government setting, or non-profit organization that **cannot** be described as the **direct** administration of educational, research, human service or applied psychology activities. Often this type of position is related to psychology such as the administration of a government program to fund psychological research. Includes policy or program development or review, personnel administration, budgeting.
- ○ **Other Position.** Includes any position that cannot be reasonably assigned to the above categories (e.g., sales, publishing, secondary school teacher).

Please specify → _____

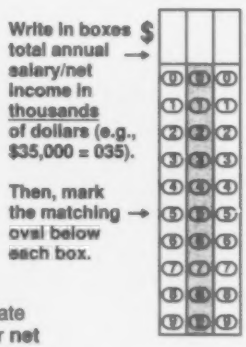
4. Total Years Work Experience. Generally, this will be the number of years since receipt of highest degree. However, exceptions are:

- A period of one or more years since receipt of highest degree when you did not work.
- Work experience at professional level before receiving highest degree.
- Since highest degree, there has been a major change in your specialty field such that prior work experience is irrelevant to present employment.

5. Total Annual Earned Income. Indicate in thousands of dollars your **total gross annual earned income** from **all** professional activities, including full-time and part-time positions, summer teaching or research, royalties, etc.



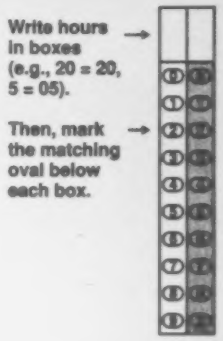
6. Salary or Net Income From PRIMARY Position and Setting ONLY. If you hold a salaried position, please indicate in thousands of dollars tho **current** amount of salary from this position (e.g., the salary for academic year 1992-93 or fiscal year 1993). If you are employed in a self-employment position or independent practice, indicate in thousands of dollars your **net income** (i.e., your total income after deducting office expenses) from the **PRIMARY** position for the previous 12 months.


Write in boxes total annual salary/net income in thousands of dollars (e.g., $35,000 = 035).
Then, mark the matching oval below each box.
$
,000.00

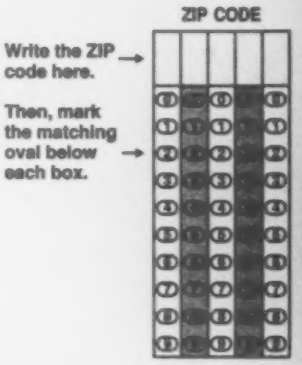
7. Indicate if your salary/net income is for a 9- to 10-month period or 11- to 12-month period. Mark one only.

- ○ 9-10 months
- ○ 11-12 months

8. Indicate the number of hours per week you spend in your PRIMARY position.



9. ZIP code of PRIMARY Employment Setting. Indicate the ZIP code of your **PRIMARY** employment setting.



10. What is your sex?

- ○ Male
- ○ Female

11. What is your racial background?

- ○ White
- ○ African American/Black
- ○ Asian or Pacific Islander
- ○ American Indian or Alaskan Native

12. Is your ethnic heritage Hispanic/Latino?

- ○ Yes → **12a. If yes, is it:**
  - ○ Mexican American
  - ○ Puerto Rican
  - ○ Other Hispanic
- ○ No

13. If you have any comments regarding this survey or its contents, please write them on a separate sheet of paper and return it with the questionnaire.

Thank you very much for your cooperation. Return this completed form in the enclosed postage-paid envelope to:

1993 APA Salary Survey
Questar Data Systems, Inc.
P.O. Box 64108
Saint Paul, MN 55164-9522

RETURN AS SOON AS POSSIBLE

APPENDIX B

States Comprising Geographic Regions
in the United States

APPENDIX B

States Comprising Geographic Regions in the United States

New England:	Connecticut
	Maine
	Massachusetts
	New Hampshire
	Rhode Island
	Vermont
Middle Atlantic:	New Jersey
	New York
	Pennsylvania
East North Central:	Illinois
	Indiana
	Michigan
	Ohio
	Wisconsin
West North Central:	Iowa
	Kansas
	Minnesota
	Missouri
	Nebraska
	North Dakota
	South Dakota
South Atlantic:	Delaware
	District of Columbia
	Florida
	Georgia
	Maryland
	North Carolina
	South Carolina
	Virginia
	West Virginia
East South Central:	Alabama
	Kentucky
	Mississippi
	Tennessee
West South Central:	Arkansas
	Louisiana
	Oklahoma
	Texas
Mountain:	Arizona
	Colorado
	Idaho
	Montana
	Nevada
	New Mexico
	Utah
	Wyoming
Pacific:	Alaska
	California
	Hawaii
	Oregon
	Washington

APPENDIX C

Demographic Characteristics of the Membership, Sample Respondents and Nonrespondents

APPENDIX C
CHARACTERISTICS OF THE POPULATION, RESPONDENTS AND NONRESPONDENTS TO THE 1993 SALARY SURVEY

	Respondents (N=11,351)		Nonrespondents (N=8,649)		Total Sample (N=20,000)		Population (N=50,394)	
	N	%	N	%	N	%	N	%
MAJOR FIELD								
Clinical	4,859	42.8	3,544	41.0	8,403	42.0	24,177	48.0
Child Clinical	155	1.4	71	.8	226	1.1	548	1.1
Counseling Psychology	1,383	12.2	1,036	12.0	2,419	12.1	5,946	11.8
Geropsychology	21	.2	6	.1	27	.1	62	.1
Health	137	1.2	77	.9	214	1.1	511	1.0
School	636	5.6	457	5.3	1,093	5.5	2,198	4.4
Cognitive	86	.8	46	.5	132	.7	344	.7
Community	144	1.3	112	1.3	256	1.3	526	1.0
Comparative	10	.1	7	.1	17	.1	39	.1
Developmental	399	3.5	253	2.9	652	3.3	1,545	3.1
Educational	350	3.1	251	2.9	601	3.0	1,201	2.4
Environmental	10	.1	11	.1	21	.1	42	.1
Experimental	282	2.5	154	1.8	436	2.2	909	1.8
General/Methods & Systems	159	1.4	137	1.6	296	1.5	638	1.3
Industrial/Organizational	594	5.2	512	5.9	1,106	5.5	2,074	4.1
Neurosciences	24	.2	21	.2	45	.2	110	.2
Personality	68	.6	52	.6	120	.6	263	.5
Physiological/Psychobiology	73	.6	66	.8	139	.7	295	.6
Psychopharmacology	38	.3	28	.3	66	.3	127	.3
Quantitative/Mathematical/ Psychometrics, Stats	89	.8	57	.7	146	.7	293	.6
Social	387	3.4	200	2.3	587	2.9	1,348	2.7
Other fields	1,404	12.4	1,488	17.2	2,892	14.5	6,229	12.4
Not specified	43	.4	63	.7	106	.5	969	1.9
HIGHEST DEGREE								
Masters	1,514	13.3	1,618	18.7	3,132	15.7	3,713	7.4
Ph.D.	8,817	77.7	6,211	71.8	15,028	75.1	41,505	82.4
Ed.D.	582	5.1	572	6.6	1,154	5.8	2,866	5.7
Psy.D.	438	3.9	248	2.9	686	3.4	2,310	4.6
LICENSED and/or CERTIFIED	7,698	67.8	5,601	64.8	13,299	66.5	36,604	72.6
SEX								
Men	7,149	63.0	5,437	62.9	12,586	62.9	30,612	60.7
Women	4,202	37.0	3,212	37.1	7,414	37.1	19,782	39.3
REGION								
New England	940	8.3	820	9.5	1,760	8.8	4,521	9.0
Middle Atlantic	2,438	21.5	2,087	24.1	4,525	22.6	10,663	21.2
East North Central	1,798	15.8	1,272	14.7	3,070	15.3	7,489	14.9
West North Central	804	7.1	484	5.6	1,288	6.4	3,057	6.1
South Atlantic	1,925	17.0	1,312	15.2	3,237	16.2	8,109	16.1
East South Central	442	3.9	281	3.2	723	3.6	1,784	3.5
West South Central	744	6.6	551	6.4	1,295	6.5	3,351	6.6
Mountain	617	5.4	458	5.3	1,075	5.4	2,845	5.6
Pacific	1,643	14.5	1,384	16.0	3,027	15.1	8,575	17.0

Note. Column percentages may not total to 100.0% due to rounding.

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